

POSITION TITLE:	Summer Programs Peer Leader
DEPARTMENT:	Student Experience and Housing
REPORTS TO:	Student Experience Coordinator
EFFECTIVE DATE:	May 4 – August 28, 2026

GENERAL ACCOUNTABILITY

Are you an outgoing senior Waterloo student who loves to help others and has an interest to build their intercultural skills? Do you also enjoy working with youth? A job as a Summer Programs Peer Leader may be the right fit for you!

Renison Student Experience and Housing is recruiting **five (5) senior Waterloo students** to serve as a Summer Programs Peer Leader from May 4 to August 28, 2026. These student staff will work approximately 10-15 hours per week in person. Hours will vary depending on times when students are not in class, including mornings, afternoons, evenings, and weekends. This position is ideal for a student who is on a study break or is enrolled in only one or two courses part-time.

From May 4 to August 28, Renison International Programs welcomes students for several short-term programs including Robotics – Summer English Immersion Program (RoboSEIP), Future Ready, EFS (English for Success), and Leadership Training Program in Entrepreneurship (LTPE). These short-term programs can welcome a range of students from 15 - 80 in each program for 3-4 weeks at a time. These students will have the opportunity to experience life in Canada through a variety of fun social events, bus trips, and activities facilitated by their Peer Leaders almost every day of the week.

In the Spring term, the Renison International Programs (IP) Office offers RoboSEIP, Future Ready, English For Success, and LTPE:

- **Robotics – Summer English Immersion Program (RoboSEIP):** Short-term summer program for Mexican high school students wanting to improve their presentation and communication skills in an English immersion environment. The programs include students between the ages of 14-17. The students are encouraged to practice their English outside of the classroom by living in residence and by taking part in programmed recreational activities on and away from campus.
- **Future Ready:** An intensive program designed for students aged 15 to 17 who are interested in developing the 21st century skills that will help them to address some of the world's most challenging problems. Future Ready students will experience lectures from a variety of disciplines and explore the University of Waterloo's renowned innovative culture. The 2-week and 3-week sessions of this program encourages students to explore life in Canada by living in residence and by taking part in programmed recreational activities on and away from campus.
- **EFS (English for Success):** A short-term summer program for students wanting to improve their presentation and communication skills in an English immersion environment. The students are encouraged to practise their English outside of the classroom by living in residence and by taking part in programmed recreational activities on and away from campus.
- **Leadership Training Program in Entrepreneurship (LTPE):** This short-term program will welcome close to 80 entrepreneurially-minded students from Latin America seeking an adventure for four weeks. The students will have the opportunity to experience life in Canada through a variety of fun social events, bus trips, and activities facilitated by their Peer Leaders.

As a Summer Programs Peer Leader, we need you to:

- Exhibit strong peer mentorship skills: you must have an eagerness to want to mentor and support new international students coming to Canada.
- Be outgoing: you won't be expected to lead cheers, but we need you to feel comfortable facilitating in-person events and speaking with large groups. During these activities, you will demonstrate a warm, welcoming attitude for every student. You will need to feel comfortable to communicate with students via text messaging groups to invite them to participate in events or engage in small talk conversations.
- Know international students: you must have a desire and passion for helping new international students and English Language Learners, and have a working knowledge of the needs of this group of students.
- Be a positive role model: we need you to possess the skills needed to be a successful student, both personally and academically. You must exhibit awareness and knowledge of strategies for academic and personal success as a student.
- Have strong knowledge of the university campus: this position is ideal for senior undergraduate students with a strong knowledge of campus services and resources, student leadership experience, and a good understanding of the first-year international student experience.
- Be legally able to work in Canada: you must have a Social Insurance Number to fulfill the position.
- Have access to a strong Internet connection and a data plan: the successful candidate must have access to a strong Internet connection and a data plan. You will also need a phone to access apps such as WhatsApp to communicate via text messaging groups with students.

Preference will be given to students with international or cross-cultural experience, and/or additional language competencies.

NATURE & SCOPE

The position of Summer Programs Peer Leader requires the ability to provide guidance and support to our students related to their cultural adjustment to Canadian life, while also helping them have a positive and memorable experience during their studies.

- Interpersonal Contacts: this position requires the incumbent to work collaboratively with a team of other Residence Dons, Peer Leaders, and the Student Experience and Housing team. The successful candidate must possess excellent interpersonal and mentorship skills to carefully understand, assess, and recommend supports and resources to support students in their personal and academic success.
- Decision-Making Authority: this position possesses decision-making authority based on established policy and procedure; complex and non-routine issues involve consultation with appropriate personnel. Required to investigate issues and provide explanation or suggestions as able.
- Level of Responsibility: this role has defined duties and responsibilities and receives direct supervision. The Peer Leader will be responsible for coordinating social event programming with students in our programs, including bus trips to destinations around Southwestern Ontario. There are no direct reports. Job challenges include a thorough understanding of cross-cultural awareness and an understanding of available resources to provide support to ensure student success.
- Physical and Sensory Demands: working in a campus environment with most of the time standing or sitting with some computer use. Physical work is required when preparing for large events and workshops.

KEY ACCOUNTABILITIES

Connect with Students

- Encourage an inclusive and welcoming environment by being a positive, supportive individual for students to approach with questions or concerns.
- Be accessible to students to assist in meeting their social and academic needs. This includes helping with questions related to life at the University of Waterloo, life in Canada, their language program, and provide appropriate campus referrals when needed.

- Interact in person with students on a near-daily basis (including events and workshops, etc.).
- Build prosocial relationships with students to identify issues/challenges they may be facing.

Social/Cultural Student Development Programming

- Support the coordination and delivery of social programming to support students in their transition to Waterloo.
- Attend bus trips and serve as a chaperone for off-campus social events (e.g. St. Jacobs Farmers' Market, Canada's Wonderland, Niagara Falls, Toronto, Bowling, etc.).

Documentation, Administration, and Communication

- Work with the Student Experience Coordinator to document relevant programming approaches, logistics, event/program attendance, and outcomes.
- Utilize social media platforms (e.g. WhatsApp) on a daily basis to interact with students and promote specific events several times each week; interact regularly with students via social media groups, including during unscheduled off-hours.
- Respond to all communications from students and your supervisor within one business day. Please note you may have to reply earlier for issues that need immediate attention.
- Attend any events and team meetings scheduled by the Student Experience Coordinator.

QUALIFICATIONS

- Registered Waterloo student in good academic standing with a minimum average (in both semester and cumulative) of 65% (preference will be given to students in their 2A term or higher). Peer Leaders must maintain [good academic standing](#) as per their faculty definition, as well as abide [by academic integrity policies](#). Failure to adhere to these conditions may lead to remedial action, up to and including dismissal.
- **Must have passed a vulnerable sector check with the police and be willing to submit it. Certificates older than 6 months before the start of the contract will not be accepted.**
- **Must hold a valid Standard First Aid and CPR AED Certificate.**
- Must have access to a strong Internet connection and a data plan, with access to a computer/microphone/camera to host virtual events. Must also have a smartphone to access apps such as WhatsApp to communicate via text messaging groups with students.
- Experienced student leader with a strong knowledge of the University of Waterloo campus, Faculties, services, and resources.
- Knowledgeable about the first-year international student experience; awareness of the needs of first-year international students and English Language Learners.
- Experienced in event management and execution.
- Excellent problem-solving skills and good judgment; ability to think on your feet and navigate difficult discussions or situations with diplomacy and tact.
- Experience participating in international or cross-cultural living and learning opportunities; ability to approach cross-cultural communication and inter-group dynamics with sensitivity and respect.
- Creative and adaptable under pressure.
- Strong customer-service orientation.

BENEFITS

In exchange for accepting the position, an Summer Programs Peer Leader will be compensated \$18.50 per hour, in addition to vacation pay, by Renison University College, and will work approximately 10-15 hours per week. For any off-campus trip or excursion that exceeds six hours in length, a flat rate of \$100 will be paid to all student staff who participate in the trip. Bus transportation and ticket charges (ex. Canada's Wonderland ticket) will be paid by Renison, in addition to meal per diems during trips.

POLICIES OF RENISON UNIVERSITY COLLEGE

The Summer Programs Peer Leaders are to always act as role models for all students. Any violation of Renison University College rules, negligence in informing the Student Experience Coordinator of violations of policy, negligence in abiding by the terms of this agreement, or conduct unbecoming of a Peer Leader, is considered dereliction of a Peer Leader's duties. Dereliction of duties may result in termination of the appointment and forfeit of income and allowances.

WORKING CONDITIONS

Travel: None

Working Hours: Inconsistent working hours; shifts may be scheduled for a minimum of 1 hour in between class schedule, to all-day events on weekends. A monthly schedule will be set in advance. Some shifts may be as little as one (1) hour, or you may be expected to host a bus trip event that could last as long as 12 hours in duration.

Risks – physical and psychological:

Psychological risks:

- This role involves exposure to stress and interactions with students who are upset or unstable due to being under time and/or financial pressures, or who are dealing with culture shock, irregular and/or high volumes, multiple and/or tight deadlines beyond one's control.