

STUDENT EMPLOYMENT @ LUC

STUDENT POSITION DESCRIPTION CREATION INSTRUCTIONS

This template provides instruction on how to create an outstanding Student Employee position description. It addresses both the learning outcomes of the position as well as the duties and responsibilities of the job. Sections of this description can also be used when posting the position in Handshake. See sample on Student Employment's website.

Required Sections

Employer Name & Location: Name of organization or department that the student will work for.

Position Title: Title of the position.

Salary: This is the hourly wage of at least the Chicago Minimum Wage of \$15.00/hour or Federal Minimum Wage of \$11.00/hour for organizations outside of Chicago.

Job Duration: This is a good place to discuss the target start date and whether this position will be for one semester or the entire academic year.

General Position Description: 3-4 sentences giving a very basic descriptions of the position and how it contributes to the department's goals, mission and outcomes.

Example:

Lifeguards are responsible for the safety of all pool patrons and are a critical component of the health and safety operations within the Student Union.

Departmental Student Employment Philosophy: Brief statement about the departments philosophy on the value and role of student employees. Often this is also the place to briefly list the skills and/or potential learning outcomes expected as a result of this employment opportunity.

Example:

It is critical to this department that student employees gain valuable skills and progressive responsibility as well as providing a critical service to students.

Required Sections

Work Location: specifying where the student will be expected to work regarding address and environment will help the student in the job acceptance decision making process as well as give a sense of expectations.

Minimum Skills and Qualification: 5-7 bullets describing the basic required skills and main qualifications. Examples of this include:

Example:

- Current Loyola Chicago student
- Attention to detail
- Scheduling flexibility including some weekends and/or holidays
- Work location
- FWS Status (If applicable)

Learning Outcomes, Objectives and Duties: this is usually the longest part of the position description. It can either be drafted in a traditional format of a couple of paragraphs or it can done in outline form.

This is the section where you describe the position in terms of both what the student will learn from working in the position and the responsibilities of this position. When writing this section, think in terms of Employability, Transferrable and Specific Skill Sets, just as you would with a Full Time employee.

Example:

Learning Outcome #1 is the acquisition or development of a strong customer service orientation.

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STUDENT POSITION DESCRIPTION SAMPLE

Employer Name & Location: Loyola University Chicago, 6339 N. Sheridan Rd., Chicago, IL 60660

Position Title: Student Office Assistant

Compensation: \$15.00 per hour

Job Duration: The Student Office Assistant position is 12-15 hours per week for the current academic year.

General Position Description: Front Desk Clerk/Receptionist is an important representative of the University community as it represents the first point of entry for many prospective students, current students, faculty, staff, parents and community members. It is a position that comes with a high level of trust in customer service skills, knowledge of the university and problem solving skills.

Departmental Student Employment Philosophy: Our department considers all employees who are charged with providing customer service as critical members of our team. Our aim is to employ student employees in order to provide them with a means to support themselves as well as learn and build skills. We anticipate our student employees will develop a level of competence in each of the following learning outcome areas:

- Customer Services
- Leadership
- Self-Management

Minimum Skills and Qualifications:

- Current Loyola Chicago student
- Attention to detail
- Scheduling flexibility including some weekends and/or holidays
- Able to work at the Water Tower campus
- Federal Work Study applicants preferred but not required

Work Location: 90% behind a desk/information kiosk (indoors), 10% walking with patrons to various campus departments (indoors & outdoors) on the Water Tower Campus.

Learning & Skill Outcomes, Objectives and Duties:

I. Outcome #1 is the acquisition or development of a strong customer service orientation.

A. Objective #1 is to develop a strong customer service orientation by providing services which result in high customer satisfaction.

a. Duty #1 is to develop a professional and positive demeanor when working patrons.

b. Duty #2 is to develop a high level of knowledge about the university in order to answer patron questions.

B. Objective #2 is to develop strong presentation skills

a. Duty #1 is to begin each work day/shift wearing a university name tag and appropriate attire.

b. Duty #2 is to present a positive attitude during the entire work day/shift.

II. Outcome #2 is the acquisition or development of a sense of leadership competence.

A. Objective #1 is to develop a collaborative approach to completing work tasks.