



## Black Student Mentor Positions

The Black Student Advising Office is an integral part of the student experience at St. Francis Xavier University whose mission is to help Black students Flourish at StFX. We are seeking two Black Student Peer Mentors to join our team. Student Mentors will connect with Black Students, acting as role models for their peers. They will contribute to the success and well-being of their constituents. They will also be available to assist the Black Student Advisor with programming to engage their peers.

The Anticipated start date for Peer Mentors is **August 24, 2026 (this is subject to change to be responsive to the 26/27 academic calendar)**. Peer Mentors are expected to work 10 hours a week, until the end of the academic year (excluding holidays, exam periods and study breaks)

The successful candidates will be responsible for:

- Providing informal support to peers.
- Engage Black students in residence and in the Black Student Success Center.
- Refer students to resources available across campus and within the community
- Work with the Black Student Advisor to design and facilitate 2 events per month during the academic terms to support student growth, engagement, and success.
- Work collaboratively with the Black Student Advisor to welcome Black Students to campus during orientation week and to assist with events over the year.
- Work with other Mentors to Promote events.
- Support the Deveau Peer Mentorship Program
- Attend training relevant to this position in August and throughout the academic year.
- Participating in weekly meetings.
- Scheduling and supporting team meetings.

### Experience and Skills:

- Mentors must be in at least their 2<sup>nd</sup> year of study at StFX
- Collaborative leadership skills and a positive attitude
- Critical thinking and problem-solving skills.
- Strong organizational and time management skills
- Mentorship and coaching skills are an asset
- Willingness to listen and learn.
- Strong interpersonal skills and approachability.
- Understand the importance of community engagement and peer mentorship.
- A willingness to share your experience of being a Black student at StFX.

**Payment information:** Peer Mentors will be paid at the current minimum wage (In Aug 2026, it will be \$16.75, expected to increase to \$17 on October 1). Pay will be received bi-weekly on the StFX payroll schedule.

Please send **your resume and cover letter** to Aimee MacDonald at [amacdona@stx.ca](mailto:amacdona@stx.ca) **by 11pm on Feb 22, 2026.** Only those selected for an interview will be contacted.

1. Please ensure that you answer the questions below in your cover letter.
2. Please share your understanding of Peer-to-Peer Mentorship and Student Leadership and explain why these approaches are important for personal growth and community development.
3. What does “Community” mean to you, and how do you see yourself contributing to building an inclusive and supportive campus environment?
4. What is your understanding of collaborative programming, and why do you believe it plays an important role in creating meaningful student experiences and fostering leadership skills?
5. Share an example of a time you helped someone feel included or supported.
6. Can you share an example of how you’ve demonstrated leadership by creating or contributing to an initiative that helped students from diverse backgrounds connect and feel included?

St. Francis Xavier University is committed to advancing equitable hiring outcomes and dismantling systemic racism and discrimination within all stages of the hiring process. StFX is committed to working towards an equitable representation that is reflective of the wider community and student population that we serve. **As such, this position is designated for members of the Black community.**

StFX values the contributions, talents, expertise, and experiences that each applicant brings, and we commit to creating and maintaining an environment that is free from bias, racism, discrimination and inequitable outcomes. We are dedicated to creating a work environment where difference is recognized and celebrated. StFX understands that additional measures are required to correct current and historical disadvantages in employment for underrepresented designated groups in Canada- as such, supports such as culturally relevant mental health services for staff are embedded in our practices.

If you require accommodation for a disability or another identity-related reason, please contact Human Resources. We can provide accommodation at all stages of the recruitment, interview, onboarding, and employment process.

*Should you require an accommodation during the recruitment process, please contact Human Resources at [hr@stfx.ca](mailto:hr@stfx.ca) or 902-867-5038.*