

POSITION DESCRIPTION

Position Representation Executive Council President	Department Representation Executive Council (REC)
Formal Supervisor Accountability Committee, Student Governing Board (SGB) Liaison: Speaker, Student Governing Board	Revision Date April 2023
Functional Work Supervisor Representation Manager	Position Classification Coordinator

Functional Area Responsibilities Representation Executive Council	Major Project Areas Chief Representation Officer
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Employees/volunteers Directly Supervised	Number	FTE Calculation	Position Type	Position Duration
REAC Volunteers	Variable	N/A	N/A	Seasonal

Representation Executive Council

- Makes recommendations to the Representation Executive Council (REC) by identifying short-term and long-range issues to be addressed; providing written information and commentary pertinent to the REC's deliberations; presenting options and recommending courses of action, especially where strategic, technical and legal considerations are involved.
- Advises the Representation Executive Council on work priorities and challenges in functional areas; developing and evaluating options; recommending courses of action; keeping REC members informed; remaining accessible; answering questions; providing information.
- Provides regular 'exceptions' reporting for each area of functional reporting, noting compliance concerns with all related policies and procedures.
- Recommends representation and lobbying priorities by studying the changing needs of the membership; evaluating existing context; reviewing the SAMRU strategic plan, especially strategic priorities and organizational values, and connecting representation and lobbying priorities accordingly; identifying and anticipating trends; offering options to the Representation Executive Council.
- Maintains organizational stability and positive reputation by complying with the SAMRU Bylaws, the Code of Ethics, SAMRU Policies and Procedures, employment agreement(s) and with organizational standards through established systems.
- Contributes to positive internal and external relationships by upholding and communicating role clarity; by operating within established organizational systems and positional authorities and in alignment with the SAMRU Bylaws, the Code of Ethics, SAMRU Policies and Procedures, employment agreement(s) and with organizational standards through established systems; and by focusing efforts towards Representation Executive Council endorsed and Student Governing Board approved annual representation and lobbying priorities.
- Recognizes the difference between personal voice and professional voice, and only presents professional voice on all SAMRU work-related assignments and especially on representation and advocacy work.

- Serves as a mentor and coach to employees and volunteers directly supervised and as a role model to all current and future representation staff and volunteers, supporting the Representation Executive Council's success through positive, value-based and goal-oriented work relations within the parameters of the SAMRU's Code of Ethics.
- Contributes to the ongoing success of the Representation Executive Council and the organization by avoiding conflicts of interest and conflicts of loyalty and declaring them when they arise; promoting fair and accessible elections and other selection processes; avoiding privileging personal relationships over duties to the organization and general membership.
- Contributes to Representation Executive Council and organizational success by accomplishing related results as needed; caring about everyone's success; maintaining positive flow of information; working independently or as part of a team (depending on project requirements); carrying out special projects and performing other related duties as required; exercising judgment and initiative.
- Upholds and practices high professional standards, including excellent follow-through, punctual attendance at required meetings and functions, responsible conflict management and resolution, prudent financial management, altruism and compassion, serving as an effective 'boundary-spanner' between the Representation Executive Council and other internal and external stakeholders, conscientious interpersonal communications, timely, accurate and considered reporting, supporting and enforcing Student Governing Board and Representation Executive Council decisions.
- Develops professional competence by communicating challenges; seeking to understand; asking for help as needed; requesting relevant training to fill gaps; accessing internal SAMRU resources through appropriate channels (i.e. Representation Executive Council, Representation Manager, Executive Director, REAL meetings); admitting mistakes and learning from them.

Chief Representation Officer

- Ensures that the Representation Executive Council meets organizational requirements established in the SAMRU Bylaws, Policies and Procedures, and Code of Ethics. Aligns work with the aims of the organization established through SAMRU's Strategic Plan and the decisions of the Student Governing Board.
- Coordinates the REC review of SGB-approved representation and lobbying priorities and the development of recommended deletions, additions and modifications for SGB review; communicates the draft recommendations for feedback to relevant internal stakeholders; presents the completed draft recommendations to the Student Governing Board for review and approval in accordance with the schedule established by the Student Governing Board. Works with the members of REC to create a relevant and realistic work plan that aligns with organizational aims and SGB-approved representation and lobbying priorities.
- Coordinates the regular evaluation of the approved representation and lobbying priorities; reports results to the Student Governing Board through the Accountability Committee; makes informed and reasonable recommendations for adjustments if required by shifting contexts.
- Provides formal communications from the Representation Executive Council to the Executive Director and from REC to the Student Governing Board; participates in Student Governing Board meetings as an advisor in a non-voting capacity.
- Supports the development and maintenance of member-supportive policy and procedure at Mount Royal University (MRU) by attending meetings, gathering information and assessing risks and possibilities; coordinating representation through formal and accountable systems; informing and mobilizing students on key issues; formulating opinions on emerging student issues and seeking endorsement of goals related to these; conducting direct representation and advocacy to targeted MRU individuals, committees, councils and the MRU Board; reporting results internally and to the membership through established systems.

- Supports the development and maintenance of member-supportive public policy by participating in the work of relevant local, provincial and federal student membership organizations; communicating the positions and aims of those organizations to the Student Governing Board for endorsement; attending meetings, gathering information and assessing risks and possibilities; coordinating representation through formal and accountable systems; informing and mobilizing students on key issues; formulating opinions on emerging student issues and seeking endorsement of positions related to these; conducting direct representation and advocacy to targeted individuals; reporting results internally and to the membership through established systems.

Supervisory

- Supports the success of the Representation Executive Council by acting as the REC Chairperson and working to ensure the cohesiveness and functionality of the team by chairing meetings, encouraging meeting participation, improving team culture;
- Strives to resolve REC meeting conflicts informally if possible; accesses organizational resources for supports through the Representation Manager; reports ongoing or serious team concerns to the Executive Director.
- Maintains any required level of functional representation through volunteers by recruiting, selecting, orienting and training representatives through established systems; developing people by providing information and experiential growth opportunities; monitoring work load of functional areas; identifying peak and slack periods; making work load adjustments; coaching volunteers; planning, monitoring, and appraising job results; seeking organizational support for volunteer management issues and discipline.

Financial Responsibilities

- Is accountable to the Representation Executive Council for the financial performance of their functional areas, including developing reasonable budgets with accurate projections of revenues and expenses, monitoring accomplishment of related goals, reviewing financial operating reports denoting progress and reporting on variances, developing and implementing corrective actions early.
- Meets organizational financial requirements by complying with SAMRU Bylaws, policies and procedures for spending and reimbursements; submitting payroll information as required.

Legal Responsibilities

- Maintains the organization's stability and reputation by complying with legal requirements; studying existing and new legislation; anticipating legislation; enforcing adherence to requirements; advising management.

General

- Supports SAMRU by advising on work priorities and challenges in functional areas; developing and evaluating options; recommending courses of action; keeping members informed; remaining accessible; answering questions; providing information.
- Maintains professional and technical knowledge by attending educational workshops; reviewing professional publications; establishing personal networks; participating in professional organizations as appropriate.
- Contributes to team and organizational success by accomplishing related results as needed; maintaining positive flow of information; working independently or as part of a team (depending on project requirements); carrying out special projects and performing other related duties as required; exercising judgement and initiative.
- Maintains organizational integrity by working in accordance with the best interests of the Students' Association, its established policies and procedures, Code of Ethics, Bylaws, and contractual agreements.
- Contributes to a positive organizational image by having a general knowledge of Wyckham House and Mount Royal University to answer inquiries and respond to requests from organizational stakeholders.
- Maintains departmental operations by initiating, coordinating, and enforcing program, operational and personnel policies and procedures.

- Maintains a spirit of inter-departmental and intra-departmental work flow by fostering a spirit of cooperation and customer service.
- Promotes SAMRU branding by ensuring application of SAMRU style guide to all publicity and communications vehicles.
- Protects staff, volunteers and students by maintaining a safe environment; developing and enforcing rules of conduct.
- Performs all other job-related duties required by Representation Executive Council, the Accountability Committee, and the Student Governing Board or designate (Speaker) and meets all required organizational standards as directed by the Representation Manager.