

Hiring Process

The 2025-26 Residence Don recruitment process will unfold as follows. Questions about the hiring process can be directed to Nick Callow: Assistant Dean, Residence Life, by email at nick.callow@utoronto.ca.

Stage 1

Application Submission and Initial Review

Monday, January 13th, 2025, at 12:00 PM EST

- All candidates will submit an electronic application via the Innis College website.
- Submission requires resume, references, answers to reflection and administrative questions.
- Note: there is no cover letter or other supplemental materials required or encouraged for this application.

Stage 2

Group Interview

Saturday, February 8th, 2025

- Successful stage one candidates will be invited to a group interview.
- Candidates will rotate through a series of stations in small groups, with each station assessing several skills relevant to the position.
- The process takes approximately 3 hours; interested applicants are asked to reserve this day for attendance, should they be successful.

Stage 3

Panel Interview

Mid-February 2025

- Success stage two candidates will be invited to an individual interview, with a panel of three professional staff.
- Approximately 45 minutes in length; mix of reflection and situational questions.

Offer and Common Response Date

Offers: Mid-March 2025 | Common Response: March 31, 2025

- Successful stage three candidates can expect to receive an offer from Innis College in mid-March 2025.
- You may apply and receive offers from many divisions on the St. George Campus.
- Successful candidates are expected to accept/decline a job offer from one division by the common response date.