

Photo by Cam Berry for Studio Q

PREAMBLE

Frosh week is often one of the most memorable experiences throughout an engineering student’s time at Queen’s and is an opportunity to welcome the Class of 2023 with the same excitement, energy and support we were welcomed with in our first year. For many, being a FREC can be an even more amazing, not to mention rewarding experience. If you look back on your Frosh week as one of the best weeks of your lives or if your FRECs have had a positive impact on your time here at Queen’s so far, then we hope you will apply to be a FREC!

Yes, being a FREC is a fantastic and exciting opportunity where you get to be a special kind of crazy for 5 days, but it is much more than just that. The FREC Committee organizes an entire week of training to ensure our FRECs are amazing leaders, mentors and supports for their frosh group throughout not only all of Frosh Week, but the entire year as well. Having said that, if you are considering whether or not you would be an amazing FREC, consider not only Frosh Week, but also everything that might come after.

On FC, it’s our goal to organize and execute the best possible Frosh Week for the incoming class of 2023, and we can’t possibly do that without hiring the best FRECs. In fact, without the best FRECs we really can’t do much at all, which is why we take this process so seriously, and you should too!

The FREC Hiring Process is split into the following 3 components:

1. The Individual Application
2. The Group Application
3. The Group and Individual Interviews

To be hired as a FREC, applicants must complete all 3 components of the process. Electronic copies of both the individual and group applications must be submitted to [frec@engsoc.queensu.ca](mailto:frec@engsoc.queensu.ca) by **January 6th, 2019 6pm EST.**

We’re looking forward to next September, but we can’t get there without hiring some amazing FRECs first. Hopefully you’re excited at the opportunity to be a FREC! If you have any questions, please don’t hesitate to reach out at [frec@engsoc.queensu.ca](mailto:frec@engsoc.queensu.ca)!

On behalf of the rest of FREC Committee ’19,

Alex Chase, Chief Frec & Kennedy Whitfield, Orientation Chair

INDIVIDUAL APPLICATION

This component of the application consists of an identification card, a bio, and a creative component. In your bio, tell us about yourself and why you’d make a great FREC or plant. **Your bio must be at least 300 words, and no more than 500 words.** The creative component is a blank page on which we want you to show us what Frosh Week means to you, in whatever medium you prefer to express yourself! We use the bios to assess each applicant’s qualifications to be a FREC, while we use the ID cards to help distinguish you from everyone else. The creative component is a supplemental opportunity to express your individuality to FC.

You can find the individual applications on the EngSoc Website at: https://engsoc.queensu.ca/index.php/get-involved/first-year-involvement/#sectionf

GROUP APPLICATION

Applicants must form groups of 4 – 5 individuals and submit a group application which summarizes contact information for each member. The application will also include a group creative component which asks groups to submit visor slogans for the FRECs of 2019. There are no gender ratio restrictions on application groups. You will be interviewed with your group, but all hiring decisions are made on an individual basis. **This group is for interviewing purposes only. FREC groups will be formed after the hiring process is complete.**

You can find the group applications on the EngSoc Website at <https://engsoc.queensu.ca/get-involved/jobs-and-applications/>.

APPLICATION SUBMISSION

When completed, one group member must send the following to [frec@engsoc.queensu.ca](mailto:frec@engsoc.queensu.ca) by **Sunday January 6th, 2019 6pm EST.**

1. Electronic copies of each group member’s individual applications.
2. The group application

The subject line should be: “FREC Applications – First Initial.Last Names”

Note that **only one submission per group is required.**

e.g. Subject Line: “FREC Applications – A.Chase, J.Lowe, J.Mills, S.Sabbadini, B.Frosst”

INTERVIEW PROCESS

***Every applicant that submits a completed application before the deadline of Sunday January 6th will be granted an interview. Applications must be in compliance with the word count requirements in order to be deemed complete.***

Interviews will be held on Friday evenings, and on Saturdays and Sundays starting Friday, January 18th and ending Sunday, February 3rd. Interview times will be given on a first-come, first-serve basis at the FREC Sign-up Session. Each interview time slot is an hour long and one member from each group will be responsible for selecting a time slot that works for their entire group – i.e. your group representative should know which times absolutely will not work and which times your group would prefer.

You will want to arrive at least 15 minutes early for your interview.

Each interview period consists of 3 parts:

1. A skit performed by the group - 5 minutes
2. A group interview consisting of 2 questions – 5 minutes
3. Individual interviews, each 8 minutes long, consisting of 6 questions. – 40 minutes

**The Group Skit**

The group interview will begin with a 5-minute skit that your group has prepared in advance. You may bring any props or costumes your skit requires, as long as they do not violate the rules stated below. The purpose of these skits is to see how you step out of your comfort zone with your friends. So have fun, be weird, and feel free to incorporate members of your interview panel in whatever you decide to do. Ultimately, this is your opportunity to break the ice with your interview panel and unless you break any of the following rules; your skit will have very little impact on your interview.

There are certain lines that have been crossed in the past, that will **disqualify your group**:

* *No nudity*
* *No slamming*
* *No purpling*
* *No raw meat, fish, pet food (it’s happened)*
* *No obscene or excessive profanity*
* *No alcohol or drugs*
* *No direct insults towards other faculties*
* *The room must be in the same condition when you leave as when you entered (including smell)*

**Please do not ruin a perfectly good application by crossing any of these lines.**

**The Group Interview**

Immediately after your skit, we will ask you 2 serious questions related to Frosh Week, being a FREC after Frosh Week, various group situations etc. For each question you will have 2.5 minutes to converse and determine how you will respond as a group, and respond directly. The intent of this is to determine how you work with a group to address a situation.

**The Individual Interview**

After the group interview, we will ask you to leave the room while we prepare for individual interviews. A member of FC member will be waiting outside to help coordinate. Each individual interview will be precisely 8 minutes long and will consist of 6 questions. Each question will be related to Frosh Week or being a FREC in some way, with the last question being a joke question meant to help us get a sense for your personality.

**Additional notes**

We have dozens of questions to choose from, so each interview process will be unique and will almost certainly be different from the exact questions anyone else in your group or any of your friends got in their interviews. The best way to prepare for these interviews is to do mock interviews with your group using your own questions that are related to Frosh Week. Anything from specific events to random situations before, during and after Frosh Week, certain topics such as Accessibility and Inclusivity, International Frosh, or Mental Health and support are all good places to start. Your FRECs are great resources for these discussions, and past members of FC can also help you!

Hiring of FRECs and Plants will be done simultaneously. If you’re interested in being a Plant you will be able to indicate this on your individual application, which will guarantee that a plant-specific question will be asked in your interview.

FINAL NOTE

We will be hosting a FREC Application Info Session in November where we will introduce every member of FC ‘19 and do a comprehensive review of the hiring process. There will also be a presentation at the First Year Conference from a past FC member, about being a FREC and tips on hiring. You’re encouraged to attend both events and to ask any questions you may have. Of course you can also email us at [frec@engsoc.queensu.ca](mailto:frec@engsoc.queensu.ca) with any questions!

Good Luck!

* FREC Committee ’19