

**Position Title:** Outdoor School Lead Instructor  
**Organization:** The Pine Project  
**Location:** Don Valley/Humber Valley Area, Toronto, Ontario  
**Position Type:** Contract (September 2021 – June 2022)  
**Hours per Week:** Various positions ranging from 15-35 hours  
**Compensation:** \$16.50 - \$20.00/hour, depending on experience  
**Reports to:** Program Manager



Pine Project

### **About the Pine Project:**

The Pine Project is Ontario's leading nature connection organization! We offer year-round nature connection programs for people of all ages in Toronto and the surrounding area, including Outdoor School, March Break programs, and highly sought-after summer camps. Our programs foster confidence, competence, resilience and a deep relationship with nature in a way that is hard to achieve in more conventional learning environments. By helping children connect to nature and teaching adults to do the same, we inspire children to respect, cherish, and care for the Earth. We are empowering the next generation of environmental stewards, problem solvers and leaders.

### **Position Description:**

You enjoy being in a mentorship role with children, knowing you can learn an equal amount from them as they can from you. You thrive working in an outdoor environment, no matter the weather. You feel inspired by cool nature mysteries and are keen to deepen your personal connection with nature. You embody Pine's core values - respect, gratitude, awareness, life-long learning, and resilience – and demonstrate a strong personal commitment to equity and social justice. If this sounds like you, becoming a Lead Instructor with the Pine Project might be a great fit!

Lead Instructors are a core component of our Outdoor School staff. Working with our innovative approach to nature education, this role provides the opportunity to creatively deliver our program curriculum on a daily basis. Naturalist knowledge, experience working with children and working in the outdoors are key elements of the role.

The central objective of this position is to:

- Deliver programs creatively and effectively on a daily basis and in a high-quality manner that advances our mission and vision

### **Key Position Responsibilities:**

- Lead the planning and delivery of the Pine Project's nature connection programming;
- Arrive on time for all programs and lead each team planning and debrief meeting;
- Mentor assistant staff and volunteers;
- Act in the best interest of all participants and staff in attendance;
- Familiarize yourself with and abide by all policies and procedures including, but not limited to, the staff handbook and emergency plans;
- Attend staff training as required;
- Commit to developing naturalist knowledge, wilderness skills, and personal connection to nature;
- Be prepared to work outdoors in all weather conditions;
- Maintain current first aid and police record check;

**About you:**

- Enthusiastic, outgoing, and flexible
- Able and willing to work as part of a team
- Have good communication, time management, and organizational skills
- Identify with Pine's mission statement and core values
- Have a desire to further own naturalist/wilderness skills, mentoring techniques, and/or nature connection through professional development opportunities

It'd be great if you have experience in any of the following areas:

- Outdoor and environmental education
- Naturalist experience and knowledge
- Survival skills, wilderness experience
- Experience with the Pine Project (e.g. volunteering, adult programs)

**Requirements**

- Up to date Police Vulnerable Sectors Check (or willingness to obtain prior to employment)
- Up to date Standard First Aid and CPR-C or higher (or willingness to obtain prior to employment)
- Extensive experience working with children in a mentorship role

*The Pine Project understands that the cost of certifications can be a barrier to accessing employment in the outdoor industry. If you identify as a member of a disadvantaged or marginalized group, or have faced other systemic barriers to accessing employment, we may be able to subsidize one or all of the required certifications.*

**Application Procedure:**

Please complete an application through our online portal at <https://pineprojectstaff.campbrainstaff.com/>.

Apply by August 8<sup>th</sup>, 2021 to be considered for the first round of applications. Applications submitted after August 8<sup>th</sup> will be considered in the second round of hiring.

Only successful candidates will be contacted for an interview. No phone calls please.

*The Pine Project is an equal opportunity employer. We are committed to promoting equity and diversity within our workplace and greater community. We work proactively to develop a barrier-free selection process and inclusive work environment where team members feel empowered to express authentic ideas and experiences. We welcome applications from all qualified applicants with an interest in advancing our mission, vision and values. We especially encourage applications from members of disadvantaged and marginalized groups, including those who identify as Black, Indigenous and People of Colour, persons with disabilities, women and/or LGBTQ2S+. If contacted for a job opportunity, please advise us of any accommodation measures required to enable you to be assessed in a fair and equitable manner. Information received will be addressed in confidence.*