

Position Title: Outdoor School Lead Instructor
Organization: The Pine Project
Location: Don Valley/Humber Valley areas, Toronto, Ontario
Position Type: Contract (22 September, 2025 - 7 June, 2026)
Hours per Week: Various positions, 10-25 hours
Compensation: \$20.25 - \$24.50/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. 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. Check out our website – pineproject.org – for more information.

We are committed to promoting equity and diversity within our workplace and greater community. We are especially excited to see applications from members of equity-deserving groups, particularly people from racialized backgrounds.

About this role

We are seeking dynamic leaders who are passionate about education, nature, and increasing access for all. Pine staff inspire young people through creative, engaging nature-based programs in Toronto's parks and beyond. Getting involved with Pine means getting involved with a community of people learning about the natural world around them and pushing the leading edge of change in education. Joining our team opens up a challenging and rewarding journey of growth and discovery. Many staff have found that Pine has changed them and their approach to education.

Key Position Responsibilities:

- Lead the planning and delivery of the Pine Project's nature connection programming
- Mentor assistant staff and volunteers
- Act in the best interest of all participants and staff in attendance
- Attend staff training and familiarize yourself with and abide by all policies and procedures
- Commit to developing naturalist knowledge, wilderness skills, and personal connection to nature
- Be prepared to work outdoors in all weather conditions
- Help share Pine's work and impact by contributing to collective communications efforts (e.g., gathering photos, participant quotes, or insights from programs)
- Optional: Learn, maintain, and improve equipment systems, inventory tracking, and organization
- Optional: Help share Pine's work and impact by contributing to collective communications efforts by collecting and creating photos, videos, or stories about our programs

Why You Should Apply

What You Bring:

- A passion for learning and growth (in the outdoors)
- Extensive experience working with children in a mentorship role
- Enthusiastic, outgoing, and flexible approach
- Strong communication, time management, teamwork, and organizational skills
- Commitment to The Pine Project's mission statement and core values
- Desire to further your own naturalist skills, mentoring techniques, and nature connection
- Preparedness to work outdoors in all weather conditions

- Up to date Police Vulnerable Sectors Check
- Up to date Standard First Aid and CPR-C or higher

The following are preferred, but not mandatory:

- Outdoor and environmental education experience
- Naturalist experience and knowledge
- Survival skills, wilderness experience
- Experience with the Pine Project (e.g. volunteering, adult programs)
- Valid Class G driver's licence

What We Bring:

- A staff community of learners pushing each other to grow our knowledge and experience
- Daily experiences in the outdoors and in-depth knowledge of Toronto parks and ravines
- Training in topics related to nature, wilderness travel, wilderness skill development, and program planning and design
- Training in Diversity, Equity, Inclusion and Justice
- Discounts on Pine Project programs
- Work with purpose: make a difference for nature and people
- Casual and welcoming work environment

The Pine Project understands that the cost of certifications can be a barrier to accessing employment. 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 the required certifications.

How to Apply

Please complete an application through our online portal at pineprojectstaff.campbrainstaff.com

OR

Send resume and cover letter to work@pineproject.org with Outdoor School Lead Instructor - Part-time position in the subject line.

Apply by 27 July, 2025 to be considered in the first round of hiring. Applications submitted after 27 July will be considered in the second round of hiring.

Applicants must be legally eligible to work in Canada

While we thank all applicants for their interest, 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, inclusion and diversity within our workplace and greater community. We work proactively to develop a barrier-free selection process and inclusive work environment that is increasingly representative of the communities we live and work in, and where all team members are able to express ideas, opinions and experiences.

We welcome applications from all qualified individuals with an interest in advancing our mission, vision and values, and assisting us in deepening our commitment to Anti-racism/Anti-oppression. We especially encourage applications from members of historically disadvantaged and under-represented groups, including those who identify as Black, Indigenous and People of Colour, persons with disabilities, newcomers to Canada, 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.