

Position Title: Outdoor School Lead Instructor
Organization: The Pine Project
Location: Don Valley and Humber Valley areas, Toronto, Ontario
Position Type: Fixed-term contract (21 September 2026 - 6 June 2027)
Hours per Week: 25-35, including occasional weekend work. Hours are on a fixed weekly schedule
Compensation \$23.00-\$28.00/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. Our programs foster confidence, competence, resilience and a deep relationship with nature. By helping children connect to nature, we inspire them 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

Pine instructors deliver creative nature-based programs in Toronto's parks and beyond. This position involves working outside with kids aged 4-13 on a regular basis. Getting involved with Pine means becoming part of a community of people learning about the natural world around them. Instructors work to embody our core values of nature, belonging, connection, gratitude, stewardship, and simplicity.

In the words of a past staff member:

"Working at the Pine Project brought about a real turning point in my teaching career...Working alongside awesome mentors, I developed my own wilderness survival skills ... and my experience learning a new way to teach and mentor has been invaluable."

-Previous Staff Member

Key Position Responsibilities

- Plan and lead The Pine Project's nature connection programming
- Mentor assistant staff and volunteers in facilitation and nature connection
- Act in the best interest of all participants, volunteers, and staff
- Demonstrate leadership through fostering positive, healthy relationships with all camp stakeholders, including staff, participants, caregivers and the public
- Attend staff training; 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)

What You Bring

- A passion for learning and growth in the outdoors
- An enthusiastic, outgoing, and dynamic approach
- 5+ years' experience working with or caring for children of various ages
- 5+ years' experience in outdoor and environmental education
- Experience leading teams and training staff
- Experience in lesson planning and program design

- Strong communication, time management, and teamwork to support delivery of high quality programming
- 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 Sector Check (or willing to obtain before employment)
- Up to date Intermediate First Aid (formerly Standard First Aid) and CPR-C or higher (or willing to obtain before employment)
- Valid class G driver's licence

The following are assets, but not mandatory.

- Naturalist knowledge
- Survival skills, backcountry guiding experience
- Teaching certification (OCT)
- Wilderness First Aid training
- Swimming, lifeguarding, or paddling certifications

The Pine Project understands that the cost of certifications can be a barrier to accessing employment. If you identify as a member of a marginalized or equity-deserving group, or have faced other systemic barriers to accessing employment, we may be able to subsidize the required certifications.

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
- Staff discounts on Pine Project programs
- Work with purpose: make a difference for nature and people
- Casual and welcoming work environment
- Employee and Family Assistance Plan

How to Apply

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

OR

Send resume and cover letter to work@pineproject.org with Outdoor School Instructor Position in the subject line.

Applications will be reviewed on a rolling basis until all positions are filled

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, women and/or LGBTQ2S+.

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.