

**Position Title:** Instructor (Summer Camp)  
**Organization:** The Pine Project  
**Location:** Toronto, Ontario  
**Position Type:** Full-time, contract  
**Start Date:** Immediately  
**End Date:** Friday, August 26, 2022, possibility of extension until next June  
**Hours:** Monday to Friday, 8am-4pm, additional hours as required  
**Compensation:** \$15.00-\$17.00 (with possibility for wage increase for holders of a G class license able to undertake driving responsibilities with a company vehicle)



### **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. Each year we engage with over 1,500 children, teens, families and adults. 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](http://pineproject.org) – for more info.

### **Position Summary**

Instructors are a core component of our summer camp staff. This position involves working outside with kids on a daily basis. Naturalist knowledge, experience working with children and working in the outdoors are key elements of the role. Instructors work to embody respect, gratitude, awareness, life-long learning, and resilience, in alignment with our core values.

**This position is all about delivering high-quality programs creatively and effectively to advance our mission and vision of a world where healthy people care for themselves, others and the natural environment.**

### **Key Position Responsibilities**

- Facilitate positive learning and recreational experiences with campers ages 4-12 in nature
- Take on active leadership roles at camp
- Develop camp culture by leading and participating in skits, songs and games
- Lead program planning, development, and prep/debrief meetings
- Mentor fellow staff in skill building and in taking on new roles to develop as a staff member
- Participate in staff training week
- Be prepared to work outdoors in all weather conditions
- Act in the best interest of all campers and staff in attendance
- Willingness to continuously learn relevant knowledge and skills related to program content and curriculum
- Familiarize yourself with and abide by all policies and procedures including, but not limited to, the staff handbook and emergency plans.
- Other duties as required

### **Requirements**

- Up to date Police Vulnerable Sector 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.*

**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)
- Optional driving responsibilities: Holders of a full G class license may be eligible for a wage increase

**Application Procedure**

There are two options to apply:

1. Submit a resume and cover letter to [work@pineproject.org](mailto:work@pineproject.org). Please refer to the “Summer Instructor” position in the email subject line.

Your cover letter should be about one page in length and include:

- Where you saw this job posting
- Why you are interested in the Pine Project and the Summer Instructor role
- A brief description of your relevant skills, experience and aptitudes
  - Applicants who do not meet all of the stated qualifications but have transferable skills, experiences or aptitudes are encouraged to apply and explain their relevance to the role in the cover letter.

2. Apply through our online portal here: <https://pineprojectstaff.campbrainstaff.com/>. The portal will take you through education and relevant work experience (similar to a resume) and ask the above questions (similar to a cover letter)

***Applications will be considered on a rolling basis. Please apply as soon as possible in order to be considered for one of our few remaining openings.***

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 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.*