

**Position Title:** Red Wolf Camp Instructor (overnight)  
**Organization:** The Pine Project  
**Location:** Haliburton, Ontario  
**Position Type:** Full-time, contract  
**Start Date:** Sunday, July 31, 2022  
**End Date:** Saturday, August 27, 2022  
**Hours:** Overnight positions from Sunday to Saturday with scheduled days off  
**Compensation:** \$530-\$630 per week



### **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**

The Pine Project is seeking Instructors to join our Red Wolf Overnight Wilderness Camp team. Unlike many overnight camps, Red Wolf Overnight Wilderness Camp takes place in a backcountry setting, with campers and staff living in tents, cooking over open fires, and living in harmony with the land. This is an exciting opportunity for individuals with outdoor education experience, particularly backcountry and adventure programming experience. Working under the supervision of the Camp Manager, Red Wolf Camp Instructors are responsible for all aspects of camp life including running games and activities in a backcountry setting, as well as preparing meals and supporting campers in learning how to live off the land.

**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 in nature with campers aged 7-14
- Ensure social and physical well-being of all campers by preparing meals, managing risks and overseeing general group management
- Lead groups of up to 12 campers with a co-instructor
- Lead program planning, development, and prep/debrief meetings
- Develop camp culture by leading and participating in skits, songs, and games
- Mentor fellow staff in skill building and in taking on new roles to develop as a staff member
- Encourage camper development at their own pace, recognizing their achievements
- Respond appropriately when addressing challenging camper behaviours as they arise
- Participate in staff training week and camp take-down weekend
- Be prepared to work and live 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.

## **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)
- Up to date Wilderness First Aid certification (WFR/WAFA) (preferred)
- 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, participation in Outdoor School)

## **A Note About Covid-19**

As part of our effort to keep our Red Wolf Overnight Camp community safe during the COVID-19 pandemic, all staff members are required to be fully vaccinated against COVID-19. An individual is considered fully vaccinated 14 days after having received the completed series of a COVID-19 Vaccine. If you are the successful candidate, you will be required to submit proof of vaccination to the Pine Project as a condition of employment. In the event that you cannot receive the vaccine due to medical or religious grounds protected under the Human Rights Code, the Pine Project will consider accommodation requests on a case-by-case basis.

## **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 "Red Wolf 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 Red Wolf 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 online here: <https://pineprojectstaff.campbrainstaff.com/>. The form will ask you about education and work experience (similar to a resume) and ask the above questions (similar to a cover letter)

***Apply by May 24<sup>th</sup> in order to be considered in this round of applications.***

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.*