

**Position Title:** Red Wolf Tripping Assistant  
**Organization:** The Pine Project – Red Wolf Camp  
**Location:** Based in Haliburton, Ontario with the trip in Temagami, Ontario or other  
**Position Type:** Full-time, contract  
**Start Date:** Sunday, July 22, 2024  
**End Date:** Sunday, August 25, 2024  
**Compensation:** \$2400 plus additional compensation dependent on certification and experience



## About Us

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 – [www.pineproject.org](http://www.pineproject.org) – for more info.

**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 the Role

The Pine Project is seeking a Red Wolf Tripping Assistant to assist on our Wayfinder program. The Wayfinder program is a 15-16 day canoe trip experience for 15 and 16-year-olds and is the first step in Pine's leadership process. The Voyageur program is part of Red Wolf Overnight Wilderness Camp. This is an exciting opportunity for individuals with a strong canoe-tripping background and outdoor education experience (particularly backcountry/adventure programming). The Assistant Tripping Guide will mentor campers in planning and packing for an expedition while at our base camp in Haliburton, lead campers on a multi-day overnight canoe trip while ensuring boat and water safety, and support campers' skills in wilderness survival, paddling, portaging, and living 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

- Assist in safely guiding 6 - 12 campers on a multi-day overnight canoe expedition in a backcountry setting
- Aid in trip planning and packing all food, equipment, first aid supplies, and other necessary trip items
- Trip wrap-up including cleaning, sorting and drying equipment as well as debriefing the trip
- Facilitate positive learning and recreational experiences in nature with campers
- Assist in program planning, development, and prep/debrief meetings
- Mentor fellow staff in skill-building, and being open to developing your own skills as a staff member
- Encourage camper development at their own pace recognizing their achievements
- Respond appropriately when addressing challenging camper behaviours as they arise
- Be prepared to work and live outdoors in all weather conditions

- Act in the best interest of all campers and staff
- 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

## **Why you Should Apply**

### **What you Bring:**

- Up to date Police Vulnerable Sectors Check (or willingness to obtain prior to employment)
- Up to date Wilderness First Aid certification (WAFA Required, WFR preferred)
- Bronze Cross or National Lifesaving Society certification (or willingness to obtain prior to employment)
- Up to date Class G driver's license with clean driving record (preferred)
- Extensive experience working with children in a mentorship role
- Experience working with children and youth with diverse learning needs an asset

*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**

- ORCKA, Paddle Canada or equivalent canoe tripping certification
- Outdoor and environmental education
- Naturalist experience and knowledge
- Survival skills, wilderness experience
- Experience with the Pine Project (e.g. volunteering, adult programs)

### **What we bring**

- A staff community of learners pushing each other to grow our knowledge and experience
- Hybrid work model during office weeks
- Daily experiences in the outdoors and in-depth knowledge of backcountry camping
- Training in topics related to Nature, Wilderness travel, Wilderness skill development, program planning and design
- Training in Diversity, Equity, Inclusion and Justice
- Work with purpose: make a difference for nature and people
- Casual and welcoming work environment

### **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 Tripping Assistant” 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 Tripping Assistant 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 on our online portal: <https://pineprojectstaff.campbrainstaff.com/>. The portal will ask about education and work experience (similar to a resume) and the above questions (similar to a cover letter)

***Apply by January 22nd, 2024***

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.*