

Position Title: Inclusion Coordinator/Counsellor

Organisation: The Pine Project

Location: Toronto, Ontario

Start Date: Monday, June 26, 2023

End Date: Friday, August 25, 2023

Hours: Monday to Friday, 8am-4pm, additional hours as required

Compensation: \$17.50 - \$19.50/hour



About the Pine Project

The Pine Project is Ontario's leading nature connection organisation! 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 – 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 Inclusion Coordinator/Counsellor works closely with Supervisors and Counsellors to ensure that campers of varying exceptionalities and abilities can enjoy their Pine experience. The Inclusion Coordinator/Counsellor works with counsellor teams to maintain safe environments for participants who need additional support, promote health and well-being, build relationships, plan programs, apply intervention strategies, and communicate with the team in the field and office as necessary. This position involves working outside to provide 1:1 support for kids. When 1:1 support is not required, this position will take on the responsibilities of a Counsellor. Naturalist knowledge, experience working with children, and experience working in the outdoors are key elements of the role. Counsellors work to embody respect, gratitude, awareness, life-long learning, and resilience, in alignment with our core values.

Joining the Pine Project Summer Day Camp Team you'll:

- Be part of a caring community that supports children to learn about and care for nature
- Spend your days outside surrounded by the beauty of two of Toronto's City parks
- Develop skills and knowledge in nature connection, leadership, and mentorship of children
- Be involved in a week-long paid training and ongoing mentoring opportunities

Key Responsibilities

- Facilitate positive learning and recreational experiences with campers ages 4-15 in nature
- Work in conjunction with other staff members, including Supervisors and Counsellors, to provide leadership and 1:1 support for campers
- Supervise and support an individual camper - ensuring physical and emotional safety

- Assist campers in adjusting to and learning daily routines
- Model appropriate behaviours
- Provide fun, safe and age-appropriate activities through skits, songs and games
- Support program planning, development, and prep/debrief meetings
- 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
- Work after care shifts from 4:00pm - 5:30pm one to two times per week
- Willingness to continuously learn relevant knowledge and skills related to program content and curriculum
- Familiarise 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 Sectors Check or Enhanced Police Information 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)
- Experience working with children in a mentorship role
- Minimum one year experience working with people with disabilities

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 marginalised group, or have faced other systemic barriers to accessing employment, we may be able to subsidise 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 organisational 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:

- Student or graduate of Child and Youth Worker diploma program
- Student or graduate of Developmental Services diploma program
- Outdoor and environmental education
- Naturalist experience and knowledge
- Survival skills, wilderness experience
- Experience with the Pine Project (e.g. volunteering, adult programs)

How to Apply

There are two options to apply:

1. Submit a resume and cover letter to work@pineproject.org. Please refer to the "Inclusion Coordinator/Counsellor" 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 Inclusion Coordinator/Counsellor 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 reviewed as they come in. Apply as soon as possible to be considered for this position.

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 marginalised 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.