

Position Title: Summer Day Camp Supervisor

Organization: The Pine Project

Location: Toronto, Ontario

Start & End Date: Monday, June 15 - Wednesday, August 26, 2026

Hours: Monday to Friday, 7:30am-4:00pm, additional hours as required

Compensation: \$23.00-\$25.00/hour



Pine Project

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 – 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 or indigenous backgrounds.

About The Role

The Pine Project is seeking Camp Supervisors for our Urban Summer Day Camps in Toronto. If you're passionate about the outdoors and working with children, and you are looking for a fulfilling outdoor job in the urban wilderness of Toronto, this position may be ideal for you! Camp Supervisors are responsible for planning and overseeing nature connection programming for campers aged 4 to 16. In the words of a past staff member:

"Working at the Pine Project brought about a real turning point in my teaching career, which I will celebrate the rest of my life. Looking to learn how to better help children become resilient, I joined the Pine Project. Working alongside awesome mentors, I developed my own wilderness survival skills - fire making, foraging, cooking, crafts, tracking, shelter making - to name just a few. And my experience learning a new way to teach and mentor has been invaluable." - Previous Staff member

Key Responsibilities

- Design, plan and deliver staff training with other Camp Supervisors and leadership team
- Plan and conduct staff meetings with other Camp Supervisor
- Oversee on site registration, including handling and organization of paperwork
- Address concerns from parents, staff, and the public in person or by phone
- Staff mentoring, including ongoing feedback and reviews
- Oversee health, safety and risk management, incident reporting, first aid needs of campers and staff
- Ability to assume the roles of the other staff in their absence
- 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

What You Bring

- 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)
- Valid Class G Driver's License (preferred)
- Minimum 3 years experience working with children in a mentorship role
- Experience in a leadership role, mentoring or supervising staff
- Naturalist knowledge of local ecosystems

About you

- Enthusiastic, outgoing, and flexible
- Have good communication, time management, and organizational skills
- Experienced in leading a team, fostering a positive, growth-centered culture
- Identify with Pine's mission statement and core values
- Have a desire to further own naturalist/wilderness skills, mentoring techniques, and/or nature connection

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)

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. You do not need to disclose further details about your identity. Requests for support should be made prior to the start of employment.

What We Bring:

- A staff community that values growth and learning
- Daily experiences in the outdoors surrounded by the beauty of Toronto's parks and ravines
- Training related to nature connection, wilderness travel and skills, program planning and design
- Training in Diversity, Equity, Inclusion and Justice
- Work with purpose: make a difference for nature and people
- 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 “Summer Day Camp Supervisor” in the subject line.

Apply by February 2nd, 2026 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 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 applicants 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+. 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.