

Position Title: Summer Day Camp Inclusion Coordinator/Counsellor

Organization: The Pine Project

Location: Don Valley/Humber Valley areas, Toronto, Ontario

Start & End Date: Monday, June 22, 2026 - Friday, August 21, 2026

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

Compensation: \$19.50/hour



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 2,500 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.

Key Responsibilities

- Apply skills and knowledge related to the fields of early childhood education, developmental disabilities and/or access and inclusion to the context of nature connection and experiential programming
- Support the implementation of inclusive practices in program planning, development and delivery to enable children of all abilities and backgrounds to participate appropriately
- Share learning, good practice and strategies for collaborating with the team regarding communication with parents and children
- Act in the best interest of all campers and staff in attendance
- 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

- Work after care shifts from 4:00pm - 5:30pm one to two times per week
- Administer first aid as necessary, role model and teach campers about risk management
- Attend staff training; 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:

- Minimum one year experience working with people with disabilities
- A passion for learning and growth (in the outdoors)
- Experience and skill in working with or caring for children of various ages
- Enthusiastic, outgoing and flexible approach
- Strong communication, time management, teamwork and organizational skills
- Commitment to The Pine Project's mission statement and core values
- Desire to further your own naturalist skills, mentoring techniques and nature connection
- Preparedness to work outdoors in all weather conditions
- Up to date Police Vulnerable Sector Check
- Up to date Standard First Aid and CPR-C or higher

The following skills, experience and education are preferred, but not mandatory:

- 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
- Valid Class G Driver's Licence

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 Inclusion Coordinator/ Counsellor position in the subject line.

Apply by January 23rd, 2026 to be considered for 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 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.