

Position Title: Summer Camp Backcountry Instructor
Organization: Camp Red Wolf with The Pine Project
Location: Haliburton, Ontario
Position Type: Full-time, contract
Start Date: Sunday, July 19, 2025
End Date: Sunday, August 24, 2025
Compensation: \$2,400 - \$3000 plus additional compensation dependent on certification and experience



About Us

The Pine Project is Ontario's leading nature connection organization. Our programs foster confidence, competence, resilience and a deep relationship with nature. By helping children connect to nature and mentoring our staff 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 information.

We are committed to promoting equity and diversity within our workplace and community. We are especially excited to see applications from members of equity-deserving groups, particularly people from indigenous and racialized backgrounds.

About this Role

The Pine Project is seeking Backcountry Instructors to join our Red Wolf Overnight Wilderness Camp team. Unlike many overnight camps, Red Wolf Overnight 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. Picture a giant backcountry trip with campwide activities and meetups, big craft days, unique games and excursions into the forest to track, forage and learn about the natural world. We sing songs, create complex bushcraft projects, have fires every night and get back to the timeless feeling of summer and outdoor adventure that has inspired generations of kids to do hard things and feel confident and at home in the outdoors. 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 a variety of different areas of camp life including running games and activities, preparing group meals and supporting campers in learning how to live off the land.

At Pine, we also want to make it clear that if you're interested in this opportunity and have experience working with kids but haven't worked in the backcountry, we still want to hear from you. Many skills can be taught, but there is no substitute for a desire to learn.

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 ages 7-14
- Ensure social and physical well-being of all campers by preparing meals, managing risks and overseeing general group management throughout their stay at camp with a staff team of 2 to 3
- Create engaging week-long nature-based programs
- Develop camp culture by leading and participating in skits, songs, and games
- Learn from, and peer mentor fellow staff in skill building and develop your own nature connection skillset
- Encourage camper development at their own pace and following their inspiration

- Assist in the delivery of nature crafting skills including wood carving, shelter building, basket weaving and more
- Participate in staff training week and camp take-down weekend
- Willingness to continuously learn relevant knowledge and skills related to program content and curriculum

Why you Should Apply

What you Bring:

- A passion for learning and growth
- Extensive experience working with children in a mentorship role
- 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 Sectors Check (or willingness to obtain prior to employment)
- Up to date Standard First Aid and CPR-C or higher (Wilderness First Aid preferred)
- Up to date Bronze Cross (NLS preferred)
- Experience working with children and youth with diverse learning needs an asset
- Extensive experience working with children and an openness to learn backcountry skills can serve as a substitute for direct experience in this setting. Don't be shy if you don't match all the criteria!

The Pine Project understands that the cost of certifications can be a barrier to accessing employment in the outdoor industry. If you have faced systemic barriers to accessing employment, we may be able to subsidize one or all of the required certifications.

The following are preferred, but not mandatory. Many gain these experiences in introductory roles with us:

- Outdoor and environmental education experience
- Backcountry camping experience
- Naturalist experience and knowledge
- Survival skills, wilderness experience
- Wilderness First Aid certification (WFR/WAFA preferred)

What we bring

- A staff community of learners pushing each other to grow our knowledge and experience
- A completely different and unique camp environment integrating nature connection principles and skills-based mentorship
- 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

How to Apply

There are two options to apply:

1. Submit a resume and cover letter to work@pineproject.org. Please refer to the "Summer Camp Backcountry 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 Summer CampBackcountry 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)

Applications due by Jan 6, 2025

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, inclusion 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.