Every Child Outdoors (ECO) Program Facilitator

Who You Are

You are an educator with a particular enthusiasm for working with school-aged children. You understand that your success is only as good as the whole, and you foster meaningful relationships with ***rare*'s** community. You have high expectations for yourself and your work and a healthy appetite for experimentation, while being willing to learn from failure.

You are comfortable working independently and making decisions in the field, while also recognizing the importance of being part of a team responsible for delivering our education program. You are curious, adaptable and eager to continue learning, and you enjoy creating meaningful learning experiences that connect people with the natural world.

Who We Are

We are a community-based urban land trust and environmental institute that stewards over 1,550 acres of land in Waterloo Region/Wellington County. The lands we live on, work on and derive benefit from were taken away from the original stewards, and it is our goal to restore that connection and to work towards building ethical, reciprocal relationships. This includes learning about and acting on our responsibilities as settlers and unlearning our cultural and historical biases.

Most of the land currently in our care is located within the Haldimand Tract, which is territory of the Onkwehon:we peoples of the Six Nations of the Grand River and the Mississaugas of the Credit Anishinaabe First Nation. In addition, we steward land at the border of the Upper Canada Treaty No. 3 and Treaty 19 which is also territory of the Mississaugas of the Credit. We honour and respect the sovereignty of these First Nations and their ancestors.

Conservation is our priority, and our goal is to make the environment more relevant in peoples' lives through environmental research and education. Modelled after an academic institute or research lab, the culture we strive for is a casual work environment that is positive, supportive, collegial and often experimental.

As a registered charity, we are not working towards making the biggest profit for a corporation but towards finding the best ways on how we want to live sustainably. You can learn about our culture and values, who we are looking for and what you can expect in the Frequently Asked Question section on our website.

The Role

Every Child Outdoors (ECO) is ***rare*'s** environmental education program, connecting children, youth and community members with the natural world through hands-on, multidisciplinary learning. The ECO Program Facilitator plays a key role in advancing ***rare*'s** environmental education programs by leading engaging learning experiences for school groups, community organizations and the general public.
Working as part of ***rare*'s** education team, the Facilitator will primarily deliver established programs using existing program plans and training, while contributing ideas to help develop

and improve new and existing programming. The Facilitator will independently adapt programs to respond to the needs of different learners, groups, weather conditions and learning environments, using sound judgment to ensure programs are safe, inclusive and engaging.

ECO draws on multiple knowledge systems to encourage students to think critically, make connections across disciplines, and develop their own relationships with the natural world. The Facilitator will contribute to this approach while continuing their own learning around Indigenous settler relations, reconciliation and decolonization, and participating in relationship-building with Indigenous Knowledge Keepers, Elders and partners.

You can learn more about the ECO program, our educational offerings and our pedagogical approach in the ECO Education Program Framework and on our website.

Specifically, this role entails:

Program Delivery

- Independently lead environmental education programs and interpretive hikes for Kindergarten to Grade 12 school groups, community organizations and the general public.
- Deliver programs using existing program plans and training while adapting activities, pacing and approaches to meet the needs of different learners and groups. Effectively facilitate and manage groups of children and youth in outdoor and camp settings.
- Lead community education programs, which may include guided hikes, gardening, research-based programming and hands-on workshops.
- Set up, transport and pack up program equipment and materials.
- Communicate independently with teachers, community groups and other program participants to support successful program delivery.
- Facilitate and host special events, workshops and education programs during evenings and weekends as required.

Program Development & Evaluation

- Contribute ideas to the development and improvement of new and existing environmental education programs.
- Develop and modify multidisciplinary educational programs aligned with the Ontario Curriculum, including science- and arts-based programming.
- Create and modify program plans, learning resources and other materials for existing and new programs.
- Contribute to the evaluation and continuous improvement of ECO programs through observation, participant feedback and educator feedback.
- Support the Senior Educator in strategic planning and the continued development of the ECO program.

ECO Camp

- Facilitate Summer, March Break and PD Day ECO Camps.
- Supervise and manage groups of up to 22 campers while working collaboratively with other camp staff.
- Support positive behaviour management and create a safe, welcoming and engaging camp environment.
- Communicate with parents and guardians as required.
- Participate in camp planning, preparation and evaluation.
- Assist with administrative tasks associated with ECO Camps including scheduling, registration, cancellation and refunds.

Team & Organizational Support

- Work collaboratively with colleagues across ***rare***, student interns, co-op students and volunteers.
- Work respectfully and collaboratively with Indigenous Knowledge Keepers, Elders and partners.
- Participate in staff meetings and report on ongoing activities as required.
- Assist with administrative tasks associated with school, community and family programs, including scheduling, invoicing, registration and refunds.
- Participate in other education-related activities and responsibilities as required.

Required Qualifications & Experience

- A completed undergraduate degree in Indigenous studies, environmental science, biology, geography, outdoor and recreational studies, or a related field, and a completed Bachelor of Education degree.
- Demonstrated experience developing and/or delivering educational programming aligned with the Ontario Curriculum.
- Experience developing and delivering educational programs to learners of different ages.
- Demonstrated ability to effectively facilitate and manage groups of children and youth in outdoor and camp settings.
- Excellent verbal and written communication skills, with the ability to adapt communication and teaching approaches for different ages, learning styles and audiences.
- Demonstrated interest in environmental education, ecology, the arts, Indigenous-settler relations, reconciliation and decolonization.
- A commitment to continued learning around Indigenous-settler relations and to developing respectful, reciprocal relationships with Indigenous partners.
- Ability to work independently, exercise sound judgment and adapt programming to changing circumstances and participant needs.
- Ability to walk and lead groups over uneven and sometimes challenging terrain, remain outdoors for extended periods in a range of weather conditions and carry program equipment.
- Availability to work evenings and weekends for community education programs, special events and workshops as required.
- A valid driver's licence and reliable access to a vehicle are required, as the role involves travel to schools, community locations and various parts of the rare lands. We are a health-conscious environment, and it is recommended that staff be fully vaccinated

against COVID-19.
- A current police check*, including a Vulnerable Sector Screening (VSS), is required prior to the start date.

** Costs associated with the VSS Police Check will be reimbursed by **rare** for the successful candidate.*

Don't meet all requirements?

We don't expect you to be perfect, but we want you to have confidence in your own ability to progress. If we decide to hire you, we want you to succeed and we will support and train you in areas that need developing. Conferences, training and mentorship by more experienced colleagues and volunteers are all considered part of your work and encouraged.

Work Environment

- Responsibilities for this role are carried out primarily on site and in our office – with the option of working remotely when possible. This position requires outdoor work throughout the year.
- Required to work outside of regular office hours as needed, which is adjusted by a flexible tracking system for time worked.
- Involves lifting and carrying program materials and equipment weighing up to 20 kg, setting up and packing up equipment and walking and leading groups across varied terrain in a range of weather conditions, including inclement weather.
- Invitation for voluntary participation on the JEDDI (Justice, Equity, Diversity, Decolonization and Inclusion) Task Force.
- We operate across different sites and throughout the Region of Waterloo and Wellington County. This role may require traveling to various schools and sites as needed.

Compensation Package

- This is a full-time 52-week contract position with a salary of $23.00 per hour for 35 hours per week, with the potential to transition to a permanent full-time position subject to available funding and organizational needs.

Additional Benefits

- Additional days off – beyond your annual vacation leave. In 2026, there are 7 extra paid holidays (during the holiday season) in addition to statutory holidays.
- Generous amount of paid Personal Days off.
- Paid Volunteer Days to support community organizations/programs.
- Overtime in lieu of regular working hours (35 hours/week) accrued at time and a half.
- Possibility for flexible hours, easy to manage using the organization's HR portal (BambooHR).
- Opportunities for training, mentoring and professional development.
- Support for taking initiative and pursuing aligned personal interest projects as time permits.
- Monthly team building and social opportunities, including outings, lunches, and being together on the land.
- Dogs are welcome to visit the office in accordance with related policies.
- Free employee parking.

Anticipated Start Date: January 4th, 2027 - or ASAP thereafter

Deadline for Applications: This posting will remain open until the position is filled. Applications will be reviewed as they are received, and interviews will be conducted on a rolling basis. We encourage interested candidates to apply early.

How To Apply

- Email applications to: jobs@raresites.org
- Provide cover letter and resume compiled in one PDF attachment. Materials in the body of the email, submitted through third party platforms or any additional documents, will not be considered.
- Include the name of the position in the email subject line.
- Applications can be addressed to: Istafa Sufi

No phone calls or outreach through social media or other channels please. Only selected candidates will be contacted for an interview.

As part of our commitment to racial justice, reconciliation and equity building, we welcome individuals from marginalized communities including Black people, Indigenous people, people of colour, 2SLGBTQIA+ and self-identifying women candidates to apply for this position. We encourage people with disabilities to apply. Accommodations are available upon request for candidates taking part in all aspects of the selection process.

We are dedicated to removing bias from our hiring process. For this reason, we have implemented an anonymous review component in our recruitment process. What does this mean? We will be removing your name, address and e-mail address and any other potential identifying information from your application/resume prior to it being reviewed by the hiring manager, during the first stage of the recruitment process. You can help this process by submitting an application that is plainly formatted with no head shots or other excessive identifying information. If you are selected for an interview, the full information you provided will become available to the hiring manager only at that time. Note that we do not use artificial intelligence or automated decision-making systems in our recruitment, screening, decision making or hiring processes.