



Facilitator

(Youth Outdoor Program)

Organization: Trails Youth Initiatives

Location: Stouffville, Ontario

Employment type: Contract – Full-year (preference) and/or Seasonal Summer Session (Dates for each session can be found at the end of this document)

Contract period: Sept 2024 – May 2025 (1 weekend/month) and/or Summer 2025

Remuneration: \$160 – \$200/day — Dependent on qualifications and experience

Openings available: 10+ contract positions available

Applications due: Rolling hiring — please see application details at end of posting

Who Are We?

Trails Youth Initiatives is a charity and private school that provides a long-term program for vulnerable youth. We focus on fostering community, emotional intelligence, and self-knowledge through outdoor experiential education. We augment students' traditional schooling with intentional community-building, conscious challenge, and lifelong support in order to position them for success.

Participants commit to our four-year program with a group of 20 of their peers: two weeks each summer, and one weekend per month during the school year. At this home-away-from-home camp setting, participants build resiliency by developing a connection to their peers, a connection to a place, and a connection to themselves. Trails focuses on growing and strengthening skills such as Non-violent Communication, conflict resolution, leadership, critical thinking, and reflection. With our focus on transference, participants build positive engagement with Trails, the outdoors, and their authentic selves. Typical daily activities may include hiking, canoeing, swimming, camping, skiing, snowshoeing and yoga.

Position Overview:

Reporting to the Program Director, Facilitators work with youth aged 11–17 in an overnight setting. Facilitators provide 24-hour supervision to participants in addition to teaching principles of healthy living and seasonal outdoor activities such as canoeing, swimming, camping skills, snowshoeing and cross-country skiing. During the summer, Facilitators are also responsible for leading camping trips at Trails Lakeside site in Stouffville (Years 1 and 2) and/or off-site canoe trips (Years 3, 4, 5) in Ontario's backcountry (e.g. Algonquin Park, Temagami).

Weekend sessions (October–May) require Facilitators to be on site overnight from Friday 5pm through Sunday 5pm, and consist of seven sessions total (approximately one weekend per month). Summer



sessions (June–August) consist of a minimum of 11 days up to 13 days consecutively, including work over weekends and holidays.

We are mindful of the value of varied experience beyond the technical requirements of a job. If your experience is close to fulfilling the criteria below, please consider applying. Trails often offers access to some courses and certifications listed below in order to equip our staff with necessary skills to be successful in this role.

Crucially, you will be passionate about the Charity’s mission to challenge and equip vulnerable youth to become contributing members of the community.

Required Skills, Qualifications, and Certifications:

- Preference is given to those who are able to commit to the full-year contract (weekend sessions and summer sessions)
- Mandatory by first day of work:
 - Completed Police Check with Vulnerable Sector Screening (valid within 3 years)
 - Current Standard First Aid and CPR–C (or higher)
 - Requirement for **Off–Site Summer Trip Staff**:
 - Wilderness Advanced First Aid (WAFA) (or higher)
 - Bronze Cross (or higher)
 - Trails offers an opportunity to certify at a discounted rate in the month of June
- Preferred certifications:
 - Wilderness First Responder (WFR)
 - NLS
 - Ontario College of Teachers Certification
- Mandatory Attendance at all Staff Training (may be full–day, evenings and/or overnight)
- Experience leading groups of youth from at–risk communities
- Teaching and/or instructing experience
- Strong relationship–building, interpersonal, cross–cultural awareness, time–management, and leadership skills
- Ability to respond to shifting priorities and refocus after interruptions which may include managing challenging behaviours
- Openness to engaging in mindfulness activities and one on one coaching with behavioural interventions
- Willingness and flexibility to work outside of regular business hours as needed
- Camping and canoe tripping experience preferred



Key Accountabilities:

Leadership and Teaching

- Reviews, prepares, and delivers Trails curriculum to participants, founded in outdoor and character education principles, and complies with the Ontario Health and Physical Education curriculum
- Adheres to Trails behaviour management philosophy with team support, this includes positive, proactive, and constructive feedback to participants
- Attend and contribute at regular team meetings
- Assess learning using rubrics and other tools in an accurate and timely manner

Safety

- Responsible for 24-hour care of participants including during program, meals, and overnight
- Initiate first aid and crisis response as needed
- Maintains strict confidentiality of participant information
- Ensure site, equipment, and spaces are organized and in effective working order after use
- Is sensitive to and able to assess emotional well-being of individuals and collective
- Identifies and informs Director Team of issues that may affect delivery of program

Communication

- Be respectful and professional at all times
- Establishes and maintains healthy working relationships
- Provides ongoing feedback and coaching to team and sets standards and expectations
- Refer to Trails policies and procedures to answer questions and inform participants
- Monitor email account regularly for work-related emails

Additional Duties

- Additional duties as assigned by Director Team

Please email opportunities@trails.ca with your cover letter and resume, and to set up an information call.

To learn more, please visit our website www.trails.ca

Trails is recognized as one of Maclean's Best Canadian Charities



Weekend Session Dates:

Based on your availability/experience and our need, you will be assigned to one (or more) of the below scheduled dates.

Years 1A/2A/5A	Years 1B/2B/5B	Years 3/4
October 4 – 6, 2024 November 8 – 10, 2024 November 29 – Dec 1, 2024 January 24–26, 2025 February 21 – 23, 2025 March 28 – 30, 2025 April 25 – 27, 2025	October 18 – 20, 2024 November 15–17, 2024 December 6 – 8, 2024 January 31 – Feb 2, 2025 February 28 – March 2, 2025 April 4 – 6, 2025 May 2 – 4, 2025	October 25 – 27, 2024 November 22 – 24, 2024 January 17 – 19, 2025 February 7 – 9, 2025 March 21 – 23, 2025 April 11 – 13, 2025 May 9 – 11, 2025
<ul style="list-style-type: none"> - Lesson preparation is an expectation of the role and must be completed a week prior to the above mentioned dates - A 1-hour virtual meeting with your staff team is mandatory on the Thursday evening prior to your scheduled weekend - Weekend hours: 5:30pm on Friday, overnight, until Sunday at 5:30pm <ul style="list-style-type: none"> - Staff are paid at a daily rate x 2.5 days to account for two 24-hour periods, and expected preparation (ex. \$160 x 2.5 = \$400/weekend) 		

Required Training:

- September 27, 2024 (5:30pm) – September 29, 2024 (5:30pm) – Staff training weekend (overnight stay)
- November 2, 2024 – 9:00am – 5:00pm – Professional Development Day
- January 11, 2025 – 9:00am – 5:00pm – Professional Development Day

Summer Session Dates:

On site session (Stouffville, ON)		Off-site Canoe Trip	
Year 1A	July 7 – 17, 2025	Year 5	June 23 – July 6, 2025
Year 1B	July 21 – July 31, 2025	Year 3	July 7– July 17, 2025
Year 2A	August 4 – 15, 2025	Year 3	July 21 – July 31, 2025
Year 2B	August 18 – 29, 2025	Year 4	August 4 – 15, 2025
*On-site staff require Standard First Aid & Bronze Cross		*Off-site trip staff require Wilderness Advanced First Aid (or higher) & Bronze Cross	

Required Training:

- June 20 (5:30pm) – June 22 (5:30pm), 2025 – Staff Training weekend (overnight stay)

Optional Training:

- Bronze Cross Course – June 19/20, 2025 – 9:00am – 4:30pm (not overnight)