



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: Summer 2025 AND/OR September 2025 – May 2026 (1 weekend/month)

Remuneration: \$172.05 – \$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



Summer Session Dates:

On site session (Stouffville, ON)		Off-site Canoe Trip	
Year 1	July 7 – 17, 2025	Year 5	June 23 – July 6, 2025
Year 1	July 21 – July 31, 2025	Year 3	July 7– July 17, 2025
Year 2	August 4 – 15, 2025	Year 3	July 21 – July 31, 2025
Year 2	August 18 – 29, 2025	Year 4	August 18 – 29, 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 13 (5:30pm) – June 15 (5:30pm), 2025 – Staff Training weekend (overnight stay)

Optional Training:

- Bronze Cross Course – June 12 & 13, 2025 – 9:00am – 4:30pm or June 21 & 22, 2025 – 9:00am – 4:30pm

Weekend Session Dates:

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

FY (Y2) / IL (Y4)	GG (Y2) / SN (Y5)	Year 1A / TCC (Y3)	Year 1B / AW (Y3)
Sep 26 – 28, 2025	Oct 3 – 5, 2025	Oct 17 – 19, 2025	Oct 24 – 26, 2025
Oct 31 – Nov 2, 2025	Nov 7 – 9, 2025	Nov 14 – 16, 2025	Nov 21 – 23, 2025
Nov 28 – 30, 2025	Dec 5 – 7, 2025	Jan 9 – 11, 2026	Jan 16 – 18, 2026
Jan 23 – 25, 2026	Jan 30 – Feb 1, 2026	Feb 6 – 8, 2026	Feb 20 – 22, 2026
Feb 27 – March 1, 2026	March 6 – 8, 2026	March 13 – 15, 2026	March 20 – 22, 2026
March 27 – 29, 2026	April 10 – 12, 2026	April 17 – 19, 2026	April 24 – 26, 2026
May 1 – 3, 2026	May 8 – 10, 2026	May 22 – 24, 2026	May 29 – 31, 2026
June 6, 2026 (IL Grad)			
<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. \$172.05 x 2.5 = \$430.13/weekend) 			

Required Training:

- September 19, 2025 (5:30pm) – September 21, 2025 (5:30pm) – Staff training weekend (overnight stay)
- Employees are required to attend professional development training during their contract period, with a list of approved training options to be provided by the employer no later than May 1, 2025