



Camp Kawartha

Outdoor Education Centre ○ Environment Centre ○ Summer Camp

Main Office: 1010 Birchview Road, Douro-Dummer, ON

Phone: 705-652-3860 Website: www.campkawartha.ca

Environmental Specialist

Reports To/Supervised by: Environmental Director, Summer Camp Director, Assistant Summer Camp Director

Job Type & Contract Length: Full time, Seasonal – 9.5 weeks

(Wednesday June 17th, 2026 – Saturday, August 22, 2026)

Starting Rate: \$5000 (room and board included)

Position Summary: The Environmental Specialist delivers engaging environmental programming throughout the summer in alignment with Camp Kawartha’s environmental framework and mission. This role focuses on connecting campers to nature through hands-on, experiential learning that is age-appropriate, interactive, and rooted in the camp’s habitats and communities. The Environmental Specialist plans and delivers eco-skills for overnight campers and nature-based programming for day campers, while also promoting simple, practical sustainability practices throughout day-to-day camp operations. As a resource for both campers and staff, this role supports curiosity, skill-building, and a shared culture of environmental responsibility, working closely with the Environmental Director and the broader programming team.

Key Responsibilities:

- Delivers engaging, inspiring environmental programs throughout summer camp that align with Camp Kawartha’s mission and environmental framework, and support a strong connection to nature.
- Supports environmental programming in a way that aligns with Camp Kawartha’s *Pathway to Stewardship and Kinship* resource, and builds a working understanding of the resource to help guide meaningful, land-based learning experiences.
- Plans and delivers the Eco-Skills program for overnight campers and nature-based programming for day campers, ensuring activities are interactive, age-appropriate, and well-prepared.
- Uses experiential, hands-on teaching strategies to build awareness and appreciation of Camp Kawartha’s habitats, ecosystems, and natural communities.
- Promotes and supports sustainable camp practices including gardening, recycling, and energy conservation, helping weave these habits into day-to-day camp life.



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- Develops and delivers sustainable living programming that supports campers in understanding practical ways to reduce their carbon footprint.
- Acts as a resource for campers and staff who are interested in nature and environmental learning, offering guidance, ideas, and support to strengthen environmental programming across camp.
- Takes on additional responsibilities as needed to support the team and ensure a positive camp experience.
- All staff at Camp Kawartha are expected to adhere to all policies as outlined in the 2026 Policy Manual

Job Requirements:

Please note: To be eligible for this grant-funded position, applicants must be between 15 and 30 years of age at the start of employment and be legally entitled to work in Canada as a Canadian citizen, permanent resident, or protected person.

- Standard First Aid with CPR-C (required)
- Clear Police Record Check / Vulnerable Sector Check (required for ages 18+)
- Experience or strong interest in environmental education, outdoor learning, or nature-based programming
- Comfort delivering hands-on, age-appropriate programming to both day and overnight campers
- Genuine love of the outdoors, with a desire to inspire curiosity and respect for nature in children.
- Strong communication and interpersonal skills, with the ability to engage campers and collaborate with staff
- Enthusiasm, reliability, and a positive attitude, with a genuine interest in environmental learning and sustainability
- Demonstrates kindness, patience, and respect in working with campers and colleagues
- Able to meet the physical, emotional, and scheduling demands of working in an outdoor, overnight camp environment
- National Lifeguard (NL) (asset; priority given in hiring)

Equity, Inclusion and Accessibility



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Camp Kawartha is committed to fostering a safe, welcoming, and inclusive community for all. We support applicants and staff with disabilities throughout the recruitment and employment process and, upon request, will work with individuals to identify reasonable accommodations that maintain camper safety and program quality.

Camp Kawartha is an equal opportunity employer and values the diversity of our community, including differences in race, colour, religion, national or ethnic origin, gender, sexual orientation, and gender identity. We welcome and encourage applications from candidates with diverse backgrounds, identities, and lived experiences who share our commitment to inclusion and stewardship.