



JOB POSTING – Summer Camp Lead

Are you looking for a fun summer job where you can spend time on the land and work with kids?

Do you have a passion for science and traditional knowledges?

Do you want to gain work experience and gain new skills as a leader and educator in a supportive environment?

Title: Summer Camp Lead

Program: TRACKS School & Camp Programs

Work term: 35 hours/week for 16 weeks between May and August

Wage: \$19.60/hour

Reporting to: Programs Manager

Number of positions: 1, this posting is for an existing vacancy

PLEASE NOTE: the availability of this position is conditional on funding, which we expect to confirm in April.

Program Description

TRACKS facilitates dynamic, land-based youth programming that braids multiple knowledges by centering Indigenous ways of knowing and being. We are based on Michi Saagiig Anishnaabeg territory, hosted by Trent University within the Indigenous Environmental Studies and Sciences Program (IESS). We deliver both free programming with First Nations and urban Indigenous community partners as well as a series of fee-for-service camps and workshops for both Indigenous and non-Indigenous youth. TRACKS delivers its programming in a diversity of forms including camps, classroom and in community-workshops, the Oshkwazin Trailblazers Program, outreach events, special projects, placement and volunteer opportunities.

Position Details

The Camp Lead will deliver classroom workshops in schools in May and June, and supervise and facilitate week-long day camps in July and August. They will work with the Programs Manager to ensure the development and delivery of camps by acting as a leader and mentor for all Summer Instructors. All TRACKS programming takes place within a 100km radius of Peterborough, or at Trent University.

Key Responsibilities

Program Delivery and Development

- Participate in mandatory staff training upon hiring
- Assist in the delivery of training and orientation for camp programs staff
- Maintain regular office hours in communication with the Programs Manager and other TRACKS leaders as needed
- Deliver hands-on, educational STEM (Science, Math, Engineering and Technology) and Indigenous knowledge programming for youth ages 4-18
- Maintain inclusive educational spaces and serve as a positive role model while representing TRACKS
- Serve as a positive role model for all youth
- Support the Programs Manager in leading the development and preparation of TRACKS camp programs in alignment with TRACKS mandate and vision.
- Lead the ongoing development and adaptation of workshops and summer programs
- Lead the development and adaptation of curriculum tailored to different learning styles and age groups
- Maintain materials and camp supplies

- Represent TRACKS at various outreach or community events
- Contribute to the future of the program by participating in evaluation, providing feedback and sharing success stories on a regular basis
- Be willing to travel occasionally to First Nation communities
- Support camp programs social media
- Other duties as assigned by the Programs Manager or other TRACKS leaders

Mentorship and Staffing

- Act as a mentor and role model for Summer Instructors.
- Supervise and ensure completion of day-to-day activities of Summer Instructors (including evaluation, scheduling, lab clean up etc.)
- Organize and lead the development of camp schedules and programming.
- Coordinate with the Programs Manager to ensure programming and timelines are aligned with TRACKS goals.
- Supervise and contribute to the facilitation of camp to ensure camp policy, safety, and programming goals are being met.
- With the support of the Programs Manager, act as a leader in difficult/emergent situations to ensure camp policy, safety, and programming goals are being met.

Required Skills and Qualifications

- Experience with, or significant awareness of, Indigenous cultural knowledge
- Strong background/interest in STEM subjects and content
- Must have experience working with/delivering educational programming for youth under the age of 14
- Experience working in classrooms, summer camps and/or youth programs
- Basic computer skills such as word processing, video conferencing and email communication
- Strong independent work ethic and reliability
- Ability to take direction and feedback
- Ability to work with and supervise others in collaborative, encouraging and motivating ways
- Strong teamwork and willingness to collaborate with others
- Reliable and respectful communication towards coworkers and supervisors
- Experience with conflict resolution
- Willing to work a flexible schedule, with the occasional evening or weekend hours
- *Successful candidates will be required to submit a Police Vulnerable Sector Check prior to employment*
- ***Successful candidates must also meet all of the [eligibility requirements for youth participants via Canada Summer Jobs funding](#)***

Extra Qualifications and Assets

- Experience in developing and delivering InSTEM programming
- Experience or knowledge of approaches to learning that bring together both western science and Indigenous knowledge on environmental issues
- Valid driver's license and access to vehicle
- Experience leading a team or acting as a mentor or role model
- Background in environmental science, math, or other science discipline
- Background in coding
- Experience working in or with Indigenous youth and communities
- First aid training
- Lifeguard certification

TRACKS Hiring Policies

TRACKS strives for equity in its hiring and specifically welcomes applications from all qualified candidates including those experiencing marginalization, including Indigenous people (including First Nation, Metis, Inuit and non-status), women, people with disabilities, people of colour, those identifying as two-spirit or LGBTQ, parents and caregivers, and those dealing with adversity in their lives. We commit to making reasonable accommodations for those needing additional support, as much as possible within the expectations and requirements of this position.

IMPORTANT: *Indigenous applicants will be given special consideration as we strive to honour Indigenous knowledge and strengthen Indigenous leadership within our program.*

BIPOC applicants will be given special consideration, as we strive to honour the diverse demographics in our camps.

Why work for TRACKS?

TRACKS places high priority on providing training and professional development opportunities for all employees. By working with TRACKS, you can expect to grow your resume and build competencies which are valuable to future employers. These competencies include:

- Building relationships with Indigenous youth, knowledge holders and communities and between Indigenous and non-Indigenous youth in the spirit of reconciliation and co-learning
- Opportunities to learn about interconnections between multiple knowledge systems/ways of knowing
- Critical thinking and problem solving
- Innovation and creativity in relation to program development
- Other interpersonal, intrapersonal and cognitive skills such as collaboration, effective communication/active listening, self-evaluation, adaptive learning, conflict resolution and more

You will also have the opportunity to be involved in various types of training and have the freedom to pursue your individual interests related to Indigenous ways of knowing. This position will also allow you to access resources available through Trent University, and other affiliated programs such as First Peoples House of Learning, KWIC, Actua, and more.



A network
member of



Application and Submission

Please submit the following in a **single .pdf document** with title in the format of LASTNAME_CampLead:

1. Cover letter
 - Please do not repeat your resume in your cover letter. Your cover letter should answer the following question using anecdotes, personal experiences and more: *Why is it important to create a fun and inclusive environment for kids to learn science? How do Indigenous sciences add to this experience?*
2. Current resume
3. Contact information for three references
 - At least two of your references must be past employers

Applications will be accepted until **March 26th, 2026 at 11:59pm**. Please submit your application at our website:
<https://www.tracksprogram.ca/current-job-opportunities>

IMPORTANT: *Your application is unlikely to be reviewed if you do not follow all the guidelines for submission stated here.*

Please send questions regarding the application process to: schools@tracksprogram.ca

Thank you, Miigwech, Nia:wen for your application. Only applicants chosen for interviews will be contacted.