



JOB POSTING – Trailblazer Lead

*Do you want to spend your summer on the land, working with high school youth?
Are you passionate about providing a supportive, welcoming environment for Indigenous teenagers?*

Title: Trailblazer Lead

Program: TRACKS Youth Programming

Work term: 35 hours/week for 12 weeks between June and August

Wage: \$19.60/hour

Reporting to: Youth Programs Coordinator, 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 Program, outreach events, special projects, placement and volunteer opportunities.

Position Details

The TRACKS Trailblazer Lead is responsible for supervising the implementation and delivery of the TRACKS Summer Trailblazers program and supporting other TRACKS Youth Programming throughout the summer (exclusive of camps). This position will be supervised by the TRACKS Youth Programs Coordinator. All TRACKS programming takes place within a 100km radius of Peterborough, or at Trent University.

Roles and Responsibilities

Program Implementation and Delivery

- Support development and preparation of Oshkwazin Trailblazers summer program in alignment with TRACKS mandate and vision
- Directly supervise Trailblazer youth during weekly work hours (approximately Tuesday-Thursday, 10am-3pm)
- Lead delivery and implementation of training and other programming for Trailblazer youth
- Collaboratively support planning, delivery and implementation of a Land Camp with the Youth Programs Coordinator
- Supervise delivery and implementation of Trailblazer Land Camps
- Work with Youth Programs Coordinator and Programs Manager to monitor and ensure programming and expenses align with TRACKS approved annual budget
- Engage Elders and Knowledge Holders, as well as TRACKS Coordinators and leadership team, as needed to ensure youth programming is culturally relevant and dynamic
- Support other TRACKS Youth Programming, as needed
- Assist with program evaluation for youth programming, as needed
- Represent/present TRACKS and the Trailblazer program, as appropriate
- Other programming duties as required

Administration & Staffing

- This position directly supervises the Oshkwazin Trailblazers (approximately 6 high school-aged youth) and the Focus on Youth Placement Student(s)
- Support the recruitment, hiring and onboarding of summer youth staff including Oshkwazin Trailblazers and Focus on Youth Placement Student(s)
- Directly supervise/evaluate Trailblazers and Focus on Youth placement student(s), referring to the TRACKS Human Resources Manual, Policies and Procedures and with support from the Youth Programs Coordinator.
- Support Youth Programs Coordinator to coordinate with KPRDSB contact to support Focus on Youth student(s) as needed
- Develop and deliver and/or oversee training and orientation for Trailblazers and Focus on Youth placement student(s)
- Provide appropriate mentorship to youth, facilitating a positive learning experience
- Work with Youth Programs Coordinator to convene regular meetings with youth staff and volunteers, performance meetings and exit interviews, as required
- Support Youth Programs Coordinator to ensure accuracy of youth staff payroll on a weekly basis
- Ensure confidentiality and security of financial and HR records
- Support with any requirements from our funders (ex. funder visits, Bring your MP to STEM Camp Week, etc.)
- Other duties as assigned/needed

Communication

- Support Youth Programs Coordinator to promote Trailblazer programs, including land camps
- Provide program and impact details for the TRACKS Annual Report and other communication materials, as needed
- Other duties as assigned/needed

Required Skills and Qualifications

- A strong foundation in Indigenous language, culture and/or land-based learning, and a passion to share this with Indigenous youth
- Experience working with Indigenous youth and communities, within educational or culture-based contexts
- Strong teamwork and willingness to collaborate with others
- Reliable and respectful communication towards coworkers and supervisors
- Experience with conflict resolution
- Willingness 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

- Anishinaabemowin (or other traditional language) skills
- Knowledge of and experience in working with and building relationships with various communities, community members (including Elders and Knowledge Holders), and organizations in and around Nogojiwanong
- Traditional skills such as beading, dancing, sewing, harvesting, tracking, etc.
- Knowledge and understanding of TRACKS' programming and approach
- Valid driver's license and access to vehicle
- Experience in program evaluation
- First aid training

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.

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.



Application and Submission

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

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 provide dedicated opportunities for building Indigenous youth leadership?
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.