Internal/External Job Posting

Casual Bargaining Unit Position

Interpretive Program Guide - 2 positions

Primary Location: Apps' Mill, and Taquanyah Nature Centre

Who we are

The Grand River Conservation Authority (GRCA) has an international reputation for excellence in managing the natural resources of the largest inland river system in southern Ontario. Our team is made up of committed and passionate experts in their fields, including scientists, engineers, researchers, educators, stewards, planners, foresters, recreation experts and much more. Every day, we come to work to improve the health of the natural environment of the Grand River watershed for those who call it home or come to visit. We are a progressive team, dedicated to lifelong learning, collaboration and making a positive impact.

Who you are

You want to be part of an organization with an environmental goal. You want the work you do to make a difference. You like a team environment where everyone has an opportunity to contribute to achieve a shared goal, no matter their background or level of education and experience. You like problem solving, expanding your horizons and making even the smallest positive impact for your community and the planet.

Why work for us

Our team feels a connection to their work, to each other and to the community we serve. We offer staff development plans and open doors to help advance your career. And our employees benefit from being part of the Ontario Municipal Employees Retirement System (OMERS), with 100% matching contributions from GRCA.

Overview of the opportunity

Reporting to the Conservation Area Superintendent, this position is responsible for delivering a variety of outdoor/environmental education programs to youth groups, school groups and the general public at GRCA Nature Centres and Conservation Areas. This may include summer camp programming and specialized audience programming in addition to elementary and secondary school programs. This position will be expected to work during the week, weekends and/or evenings depending on the schedule. The position is primairly based at Apps' Mill and Taquanyah nature centres but may be assigned to other GRCA nature centre locations including Guelph Lake, Laurel Creek and Shade's Mills as required.

What you'll do:

- Deliver curriculum-based outdoor education programs to school groups of all ages on an as needed basis, either in person or online.
- Community program delivery to youth and/or adult groups and programs for the general public including Conservation Area programs on weekends and evenings as needed.

- Help maintain teaching equipment, materials and facilities and provide administrative support when required.
- Other duties as assigned by the Supervisor.

Education:

- Completion of a college diploma program

Experience:

- Strong communication and interpersonal skills (public speaking/teaching skills).
- Experience and or training in nature interpretation, environmental teaching or outdoor education.
- Knowledge of GRCA operations and programs.
- Excellent computer skills with Microsoft Office Applications and virtual teaching technology (e.g., iPhones, Gimbals, Teams, etc.).
- Proven commitment to providing excellent customer service.
- Demonstrated competency with basic outdoor/environmental education equipment (e.g., snowshoes, microscopes, hip waders, GPS units, etc.).
- Knowledge of Occupational Health & Safety Act.
- CPR and Standard First Aid Certified required.
- A satisfactory Criminal Record Check is required.
- Ability to work outdoors in all weather conditions.
- Valid driver's license and the ability to travel within the Grand River watershed.

Competencies and Abilities

Professional Judgement

The exercise of critical thinking, analysis and assessment of implications, making connections of underlying issues and the ownership of the outcome. Effectively exercised it leads to fair, efficient and effective decision making and brings clarity and resolution to complex and ambiguous situations or issues.

Integrity/Trust

The willingness to hold oneself and others accountable for acting in ways, both privately and publicly, that are consistent with stated values, principles and professional standards.

Team Work

Interacts with people respectfully and effectively. Able and willing to share and receive information.

Goal/Action Oriented

Seizes opportunities; takes initiative and is self- motivated. Maintain high level of productivity and self-direction.

Customer Focus

Is dedicated to meeting the expectations and requirements of internal and external customers.

Compensation and Benefits

- Pay range starting at $24.83 per hour
- Flexible hours
- Gold-standard Ontario Municipal Employees Retirement System (OMERS) pension fund with 100% employer matching contributions.
- Free year-round access to GRCA conservation areas (parks).

Approximate Start Date: December 2026

To Apply: Please send a cover letter and resume to careers@grandriver.ca in MS Word or PDF format and quote “Casual Interpreter” in the subject line.

Deadline for Applications: 4:00pm November 13, 2026

This job posting is for an existing vacancy

We thank you for your interest, however only candidates under consideration will be contacted.

GRCA is an equal opportunity employer. We are committed to inclusive, barrier-free recruitment and selection processes and work environments. If you require any accessibility accommodations at any point during the application and hiring process, please contact us. Any information received relating to accommodation will be addressed confidentially.

Pursuant to section 29(2) of the Municipal Freedom of Information and Protection of Privacy Act R.S.O. 1990, C. M.56 the personal information contained on this form is collected under the legal authority of the Conservation Authorities Act, R.S.O. 1990, chapter C.27 and is used for recruitment purposes. Questions about the collection of personal information should be directed to the Manager of Human Resources, Grand River Conservation Authority, PO Box 729, 400 Clyde Road, Cambridge, Ontario N1R 5W6. 519-621-2761.