

Gorge Waterway Action Society:

Nature Interpreter



Hours: 35–40/week

Wage: \$18.40 per hour

Work Term: 8–16 weeks (funding dependant)

Start Date: mid-May or early-July

About Us

The Gorge Waterway Action Society (GWAS) is a registered charity dedicated to preserving and enhancing the Gorge Waterway in Victoria, BC. We are a small, passionate team committed to environmental education and ecological health in a place rich with biological and cultural significance. We are honoured to help steward these lands. We humbly acknowledge and respect the lək'wəŋən Peoples, the Songhees and x'wəpsəŋ (Esquimalt) Nations, on whose traditional and unceded territories we work, and T'Sou-ke, W̱SÁNEĆ and other First Nations peoples whose historical relationships with the land and water continue to this day.

At our core is the Gorge Waterway Nature House in Esquimalt Gorge Park: a hub of place-based, hands-on, youth-focused environmental education. We aim to engage with and educate our community on local ecosystems, climate change, and the environmental issues that surround us. We also conduct restoration and biology work in Esquimalt Gorge Park and the surrounding area, taking on a variety of projects that support the ecological health of the Gorge Waterway.

To learn more about us, visit our website at www.gorge.ca or our social media at www.facebook.com/gorgewaterway and [@gorgewaterwaynaturehouse](https://www.instagram.com/gorgewaterwaynaturehouse) on Instagram.

Job Description

GWAS seeks a motivated individual to join our team as a Nature Interpreter. Our Nature Interpreter Team aims to:

- educate the community on the flora, fauna and ecosystems in and surrounding Esquimalt Gorge Park, including historical, cultural, and restoration-focused human activities in the area;
- manage the operation of the Nature House to ensure that it is open, interesting, and accessible to the public throughout the summer;
- promote understanding of the UN's Sustainable Development Goals, with a focus on goals (13) Climate Action; (14) Life Below Water; and (15) Life On Land; and
- engage in outreach events with the community, special interest groups, and like-minded organizations.

Our Nature Interpreters are responsible for creating and delivering youth-focused, hands-on environmental educational programs at the Nature House, in Esquimalt Gorge Park, and in the wider community; managing visitor experience in the Nature House by designing creative displays, scheduling staff and volunteers, and managing concession and gift shop sales; and creating artistic interpretive content for the Nature House, our website, and social media. Additional responsibilities may include planning and promoting community events, consulting with the Charity Development & Administration Team on grant writing for project funding, recruiting and onboarding new volunteers, and coordinating with our Sustainability Interpreters, Indigenous Youth Program, Climate Interpreters, Biologists, and Restoration Technicians to update Nature House and online content.

This year, the Nature Interpreter Team will focus on creating artistic interpretive content for our website and YouTube, Instagram, and Facebook accounts, and establishing a diverse rotation of interesting displays in the Nature House. Interpreters will also focus on leading public outreach activities focusing on the UN Sustainability Goals, such as natural and cultural history tours of the park and presenting/tabling at community events. This position offers some flexibility in the projects our staff pursue, and we also encourage our staff to propose, design, and implement projects that interest them.

This position is hybrid, with work conducted both in person and from home. In-person work is conducted in Esquimalt Gorge Park and around the Gorge Waterway. If you have any concerns about working from home or in person, we still encourage you to apply, and we will accommodate your needs as best we can.

About You

You are passionate about nature education and want to make a difference in your community. You may have an educational background in environmental studies/sciences, education, Indigenous studies, art/graphic design or communication, biology, restoration, or related lived experiences. You are driven, able to work independently, eager to learn, and self-motivated. Your values align with GWAS, and you believe in our mission.

You may have some experience with:

- environmental education, particularly youth education;
- creative/artistic communication and online content creation;
- researching and understanding ecosystems and their cultural importance;
- volunteer recruitment, training, management and retention;
- creating and delivering presentations; and
- event planning.

We encourage you to apply if you don't meet all of these experiences exactly but have aligned or adjacent skills and experiences.

As a Canada Summer Jobs (CSJ) position, you must also be between 15 and 30 years of age at the start of employment; a Canadian citizen, permanent resident, or person to whom refugee protection has been conferred under the *Immigration and Refugee Protection Act* for the duration of the employment; and have a valid Social Insurance Number at the start of employment and be legally entitled to work in Canada per relevant provincial or territorial legislation and regulations.

How to Apply

Please send us your **one-page cover letter and resume in a single PDF file**. You may also send us a brief video introducing yourself instead of a cover letter. Please use the file name format **Firstname Lastname_Job Title.pdf** and submit your application via email to hire@gorge.ca using subject heading **"Application: Nature Interpreter"**. If you are applying for more than one seasonal position, please send all applications in a single email.

The Gorge Waterway Action Society is committed to cultivating an organization that reflects the diverse community we serve. We know that a wide range of backgrounds, identities, and lived experiences strengthens our work and helps us better support the people and environment around us. We welcome and encourage all applicants, including applicants from [historically and systematically underrepresented groups](#), to share the lived experiences they bring and how these perspectives can enrich the role.

If you face barriers or require accommodations during any stage of the hiring process, we are here to support you. Please contact hiring@gorge.ca at any time.

Please note: funding for this position is anticipated but not yet confirmed. The length of contract and number of hours per week for our work terms is reliant on the Canada Summer Jobs Program funding. We have provided our best estimate given past years' experiences, but these things are subject to change.

Please apply by **February 28, 2025**. Applicants selected for interviews will be contacted by March 21, and interviews will be held between March 24 and April 11. Due to the number of applicants, only those to be interviewed will be contacted.

Thank you for your interest in working with us!

