

# Gorge Waterway Action Society:

## Interpreter



**Hours:** 18 - 35/week (depending on wage subsidy grant funding)

**Wage:** \$20.00/hour

**Work Term:** 8 - 10 months (until October 31, 2026, with possibility of extension to a 10-month term with wage subsidy funding; with possibility of further extension)

**Start Date:** February 2026

**Working Hours:** Some flexibility

**Work Location:** Hybrid - remote and in-person (1070 Tillicum Road, and various locations throughout Victoria, BC)

## 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 xʷsepsəm (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](http://www.gorge.ca) or our social media at [www.facebook.com/gorgewaterway](https://www.facebook.com/gorgewaterway) and @gorgewaterwaynaturehouse on Instagram.

## Job Description

GWAS seeks a motivated individual to join our Sustainability Interpretive Project Team as an Interpreter. The Interpreter 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;
- 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;
- manage the operation of the Nature House to ensure that it is open, interesting, and accessible to the public during hours of operation;
- support the Restoration Team with stewardship activities, including invasive species removal and native species planting;
- support the Biology Team with community science activities; and
- engage in outreach events with the community, special interest groups, and like-minded organizations.

The Interpreter will work with the Education & Outreach Coordinator and Stewardship Coordinator to create and deliver youth-focused, hands-on educational programs that centre on the UN Sustainable Development Goals. The program will be delivered at the Nature House, in Esquimalt Gorge Park, and in the wider community.

The Interpreter will also be responsible for:

- enhancing visitor experience in the Nature House by delivering educational programs, designing creative displays, and managing gift shop sales;
- establishing a diverse rotation of interesting displays in the Nature House related to the UN Sustainable Development Goals;
- creating artistic, informative, and engaging interpretive content for the Nature House, our website, social media and newsletter; and
- managing our organization's online presence on our website and social media.

Additional responsibilities may include planning and/or presenting at community events, leading public outreach activities, working with the Charity Development & Administration Team on grant writing for project funding, recruiting and onboarding new volunteers, supervising Interpretive interns and volunteers, and coordinating with our Indigenous Youth Program, Climate Interpreters, Biologists, and Restoration Technicians to update Nature House and online content.

This position offers some flexibility in the projects to be undertaken. We also encourage our staff to propose, design, and implement projects that interest them and that will amplify GWAS' mission.

This position is hybrid, with work conducted both in person and from home. In-person work is conducted in Esquimalt Gorge Park (1070 Tillicum Road), around the Gorge Waterway, and throughout Greater Victoria (event dependent). 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.

Skills in delivering youth educational programming, digital literacy and IT skills are considered an asset.

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

***Please note: this is a temporary work contract based on available funding. The contract is valid from the date hired until October 31, 2026, or longer based on additional wage subsidy funding. Funding determines the total amount of hours available per week (18 to 35 hours/week). This is a grant-funded position with a potential of extension based on procurement of additional funding.***

*To qualify for the Science Horizon wage subsidy program, applicants must be: (1) no more than 30 years of age at the start of the internship; (2) graduated from a post-secondary program; (3) a Canadian citizen, permanent resident, or person who has been granted Refugee status in Canada; (4) not in receipt of Employment Insurance (EI) during the internship; (5) legally entitled to work in Canada, and according to relevant provincial legislation and regulations; and committed to working full-time (35 hours/week).*

*Applicants from an equity deserving group are respectfully requested to self-identify in their cover letter. Priority may be given to these applicants under the Employment Equity Act of Canada, Section 7, to reflect wage subsidy funding criteria.*

## 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 **FirstnameLastname\_JobTitle.pdf** and submit your application via email to [hiring@gorge.ca](mailto:hiring@gorge.ca) using subject heading **“Application: Interpreter”**.

GWAS is committed to equity, diversity, and inclusion in its principles and practices, and we strive to cultivate an organization that accommodates all. If you face any barriers to applying or interviewing with us, please contact us at [hiring@gorge.ca](mailto:hiring@gorge.ca), and we will happily help you with your application.

**Application deadline: Rolling.** Apply ASAP - the position will be filled as soon as an eligible candidate is found. Due to the number of applicants, only those to be interviewed will be contacted.

**Thank you for your interest in working with us!**

