



Sustainability Catalyst Internship Program

Graduate Student Opportunity: Summer 2026

The Sustainability Catalyst Internship Program offers University of Toronto graduate students paid opportunities to work with partners on real-world sustainability solutions faced by their organizations. The internships run part-time from May to September and are managed by the President's Advisory Committee on the Environment, Climate Change, and Sustainability (CECCS) for students in the Greater Toronto Area. Students will move through the internship as a cohort and will receive career development and project management support from a dedicated mentor within the partner organization, as well as from the CECCS Sustainability Catalyst Project Manager.

The pay rate for the summer 2026 program is \$31.10/hour for a 250-hour project. Internships are open to all graduate students enrolled in a full-time program in the 2025-2026 academic year at U of T. This is a non-appointed role with the University of Toronto.

Visit sustainability.utoronto.ca/catalyst to learn how the program works and be sure to confirm your eligibility before applying.

Applications close at 11:59 PM on Sunday March 1, 2026.

Project Title: *Proactive Tree Maintenance Review (CLNx Job ID: 262728)*

Organization: City of Toronto - Environment, Climate & Forestry Division

Work Location: Remote

Work term:

This is a 250-hour position. The intern is expected to work an average of 15 hours per week between May 1 and August 31, 2026 with core office hours from 9:00 AM to 5:00 PM, Monday to Friday. The schedule will be flexible depending on the student's availability.

Project Description:

Urban trees play a critical role in supporting environmental sustainability, climate resilience, and public safety across the city. To support the City's Council-approved goals of preserving and increasing Toronto's tree canopy, this project will establish a clear methodology and set of key performance indicators to measure the success of Urban Forestry's Proactive Tree Maintenance programs over time. By establishing consistent outcome measures, this project will support performance tracking, identify areas for improvement, and long-term canopy health in alignment with the City's environmental sustainability goals.

Project Activities & Deliverables:

The intern will support Urban Forestry staff in developing a performance measurement framework for the City's Proactive Tree Maintenance programs. The key deliverables will include a written report and presentation outlining recommended key performance indicators (KPIs) and a methodology for tracking program effectiveness over time. Components of the deliverables will be to:

1. Identify and define KPIs to measure the success of Urban Forestry's Proactive Tree Maintenance Programs
 - Consult with Urban Forestry staff to align proposed metrics and program objectives
 - Review the city's work management system data to assess existing data and feasibility of proposed indicators
 - Conduct jurisdictional scans and academic research to select appropriate metrics
2. Establish a methodology for collecting, analyzing, and reporting on the developed KPIs
 - Develop a quarterly, bi-annual and long-term reporting framework
 - Identify metrics to monitor the impacts of a proactive tree maintenance on cost, reduction in reactive service demands and environmental sustainability

Required Skills

- Demonstrated research and writing skills
- Familiarity with research methodologies and survey techniques
- Statistical analysis
- Strong analytical skills
- Project management and organizational skills
- Familiarity with benchmarking methods and tools

Preferred Background and Skills

- Experience in urban forestry or a related discipline is considered an asset.
- Computer programming skills are an asset
- Familiarity preparing feasibility studies
- Experience with financial modelling and analysis would be beneficial

Sustainability Catalyst Internship Program Requirements:

- Students are enrolled in a full-time graduate program at U of T in the 2025-2026 academic year
- Students are in good academic standing and not on academic probation
- Students are legally entitled to work in Canada and will be residing within the Greater Toronto Area during the internship
- Students have confirmed their eligibility to work the required hours by checking the guidelines of any graduate student funding they hold. It is the award recipient's responsibility to comply with the rules and regulations of their award(s).

Application Procedure:

- Students may apply to as many internship projects as they meet the qualifications for but **must submit a separate application for each project** unless otherwise specified in the application procedure.
- Each application must include a cover letter outlining why this internship is of interest, and a resume highlighting relevant skills and experience
- Applications must be submitted through the [U of T Career & Co-Curricular Learning Network \(CLNx\)](#) by 11:59 PM on March 1, 2026. If applying for more than one Sustainability Catalyst Internship position, [this internship project ranking form](#) must also be completed by March 1.
- Early applications submitted between February 20-28 (after our Job Applications Workshop) will be reviewed on a rolling basis and are encouraged. Only applicants selected for an interview will be contacted.

Resources:

CECCS and U of T Career Exploration & Education invite prospective Catalyst intern applicants to participate in the following workshops. While strongly encouraged, participation in the workshops is not a requirement to apply:

- **Thursday, February 19, 3:00-4:30 PM - Job Applications Workshop & Internship Q&A (online).** This workshop will provide tips on how to highlight relevant skills and experience and tailor applications to the position(s) you are applying for, as well as an opportunity to ask questions about the Sustainability Catalyst Internship Program with the Project Manager. [Please register for the Job Applications workshop here.](#)
- **Tue March 10, 3:00-4:30 PM – Job Interviews Workshop (online).** This workshop will provide students with the opportunity to practice their interview skills and prepare for the internship roles they have applied to. [Please register for the Job Interviews Workshop here.](#)

Diversity Statement

The University of Toronto embraces Diversity and is building a culture of belonging that increases our capacity to effectively address and serve the interests of our global community. We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. We value applicants who have demonstrated a commitment to equity, diversity and inclusion and recognize that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission.

Accessibility Statement

The University strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.

The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities. If you require any accommodations at any point during the application and hiring process, please contact uoft.careers@utoronto.ca.