



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: *Net-Zero Standards Review & Development (CLNx Job ID: 262733)*

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

Work Location: Hybrid - remote and onsite at Union Station, 65 Front Street, Toronto

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.

Project Description:

The Corporate Transformation team is tasked with supporting all City Divisions, Agencies, and Corporations in transitioning their building assets to net-zero by 2040. As part of this work, the team is developing standards for net-zero building design, construction, feasibility studies, energy modeling, measurement and verification, and building operations. This project involves reviewing existing standards and conducting a gap analysis to identify the resources that will help City staff plan, deliver, monitor, and maintain net-zero projects long term. Based on the findings, the project will develop a scope of work to hire a consultant via a Request for Proposal (RFP) to address the identified gaps.

Project Activities & Deliverables:

The intern will support the Corporate Transformation team in reviewing and analyzing the City's existing standards for net-zero building assets. The key deliverables will include a gap analysis report and a scope of work suitable for a Request for Proposal (RFP). Components of the deliverables will include:

- Perform a document review of existing City standards; conduct additional research as needed.
- Compare City standards to exemplars from academic sources or other Canadian municipalities to identify gaps.
- Produce a gap analysis report outlining areas that need to be addressed to support planning, implementation, monitoring, and maintenance of net-zero building assets.
- Develop a scope of work for a Request for Proposal to hire a consultant to develop comprehensive standards, using exemplars provided.
- Participate in regular meetings with the Corporate Transformation team to gain insight into how net-zero initiatives are supported across City departments.

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
- Familiarity preparing feasibility studies

Preferred Background and Skills:

- Extensive academic experience in green building science
- Knowledge of net-zero approaches and technologies, including energy modelling, heat pumps, and renewable energy
- Familiarity with green certifications, such as LEED and Passive House, is an asset

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.