



Sustainability Catalyst Internship Program

Graduate student opportunity: Summer 2025

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 2025 program is \$32.31/hour for a 250-hour project. Internships are open to all graduate students enrolled in a full-time program in the 2024-2025 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 30, 2025.

Project Title: Analyzing Canadian Business Interests and Maturity Levels Toward the Sustainable Development Goals and the 2030 Agenda

Organization: [UN Global Compact Network Canada](#)

Work Location: Hybrid- remote and onsite at 192 Spadina Ave, Suite 423, Toronto, ON, M5T 2C2

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 29, 2025, with core office hours from 10:00 am – 3:00pm Monday to Friday. A standard work day is 9am - 5pm, but there is allowable flexibility so long as the intern is present and available during the core working hours.

Project Description:

UN Global Compact works to accelerate and scale the global collective impact of business by upholding corporate sustainability and a principles-based approach to doing business. To make this happen, the UN Global Compact supports companies to do business responsibly by aligning their strategies and operations with Ten Principles on human rights, labour, environment and anti-corruption; and to take

strategic actions to advance broader societal goals, such as the UN Sustainable Development Goals, with an emphasis on collaboration and innovation.

Project Activities and Deliverables:

The intern will produce an in-depth analytical report with graphs and qualitative feedback on the trends, business interests, and levels of maturity across the GCNC network of business participants. As part of this project, the intern will:

- Conduct a literature review of the Annual Sustainability reports and the Communication on Progress reports of all the business participants of the UN Global Compact Network Canada
- Collect the raw data from each report and analyze it into categories of thematic topics and focus areas, as well as ranking general company maturity, interest, and levels of commitments to the SDGs
- Develop a ranking system for criteria and rank commitments to SDGs and the 2030 Agenda
- Produce a technical memo supporting the primary deliverable with a summary of project purpose, approach, rationale and assumptions made, as well as any recommendations for further research or work

The data collected and analyzed will support the development of future programmes, events and engagement opportunities for Canadian business within the UN Global Compact Network Canada catered to and based on their specific needs, and topical focus area priorities.

Preferred Background and Skills:

- An academic background in corporate sustainability, business, environmental studies, or a related field
- Experience analyzing sustainability reports, ESG disclosures, or corporate social responsibility (CSR) documents
- Proficiency in Excel for data analysis and visualization
- Familiarity with SDG frameworks, sustainability benchmarking, and corporate sustainability initiatives
- Strong attention to detail and ability to synthesize large amounts of information into concise, actionable insights
- Demonstrated research and writing skills
- Familiarity with research methodologies and survey techniques
- Statistical analysis
- Strong analytical skills
- Project management and organizational skills

Sustainability Catalyst Internship Program Requirements:

- Students are enrolled in a full-time graduate program at U of T in the 2024-2025 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:

Applicants should email their cover letter including why this internship is of interest to them, and their resume highlighting relevant skills and experience, as a single PDF document to keagan.urbanowicz@utoronto.ca no later than 11:59 PM on March 30, 2025, noting the project title in the email subject line. Only applicants selected for an interview will be contacted. Applications will be reviewed on a rolling basis. Early applications are encouraged.

If you are applying for more than one Sustainability Catalyst Internship position, you must also [fill out this internship project ranking form](#) by the application deadline to indicate your preferred projects.

Resources:

CECCS and U of T Career Exploration & Education invite prospective Catalyst intern applicants to participate in the following workshops (participation in the workshops is not a requirement to apply):

- **Friday March 21, 1:00-2:30 PM - Job Applications Workshop (online).** This workshop will provide students with tips on how to highlight relevant skills and experience and tailor your application to the position(s) you are applying for. [Please register for the March 21 Job Applications workshop here.](#)
- **Monday April 7, 12:00-1:30 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 April 7 Interview 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 hruniversityoperations@utoronto.ca.