

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: *Developing a New Green Infrastructure Incentive Program for Stormwater Management on Private Property*

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

Work Location: Hybrid - remote and on-site 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 29, 2025 with core office hours from 9:00 AM to 5:00 PM, Monday to Friday. Flexible hours are possible on occasion.

Project Description:

As directed by City Council, Environment, Climate & Forestry (ECF) staff are developing a new stormwater management incentive program for private property, in response to significant flooding that occurred in July 2024. The intern will support the inter-divisional working group and ECF staff on developing the new stormwater incentive program.

The report to the City of Toronto Infrastructure and Environment Committee on a plan is anticipated for Q3 2025. A range of options for green infrastructure features will be considered, including rain gardens, permeable pavement, pavement removal and replacement with soft landscaping.

Internship Activities:

The intern will work as part of the Nature Based Climate Solutions team to produce a report on a plan to implement a new green infrastructure (GI) incentive program for private property. Using the PollinateTO and Eco-Roof Incentive Programs as program examples, the intern will develop the operations, application and evaluation processes, data collection and analysis, and overall design for the GI program.

As part of program development, the intern will support the following tasks:

- researching stormwater management capacity of various green infrastructure technologies
- developing the terms and conditions of the program including applicant eligibility and requirements
- determining eligible green infrastructure features
- identifying suitable subsidy amounts for GI features based on an existing jurisdictional scan
- developing the application review process
- drafting an evaluation and inspection process for projects
- researching equity considerations for program operations
- developing a program budget including resource estimates and potential funding sources
- co-writing and revision of a staff report to be presented to Council (pending timelines for approval)

As part of this work, there will be additional professional development opportunities to support the PollinateTO Program and Eco-Roof Incentive Program on special projects that will help develop and strengthen the stormwater incentive program development, including program evaluation, producing annual reports, and site visits to expansive green roofs and urban pollinator habitat restoration sites.

The intern will be supported and mentored by the Nature-Based Climate Solutions staff team who work on a variety of dynamic nature-based projects that promote climate resilience through community education and outreach, habitat building, and sustainable infrastructure development.

Preferred Background and Skills:

- Academic background in Engineering, Public Policy, Environmental Science / Studies, Geography, or Urban Planning
- Understanding of climate change issues and challenges in Toronto
- Experience coordinating research and engagement projects that involve multiple stakeholders, including the tracking, collecting, summarizing, analyzing and reporting (oral and written) of research findings
- Ability to effectively plan, organize and manage workflow in a team setting and independently within time constraints
- Ability to summarize qualitative and quantitative information into clear and concise reports
- Well-developed verbal and written communication skills with an ability to prepare reports and presentations

- Strong interpersonal skills with the ability to work effectively with all levels of staff and internal/ external stakeholders
- Ability to work independently and in a team environment, including engaging all stakeholders in information gathering, problem-solving, and issue resolution.
- Demonstrated interest in climate mitigation and adaptation, biodiversity protection, green infrastructure, policy development, and/or social equity and inclusion are considered an asset

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 explaining 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 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.

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.

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.](#)