



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 an Environmental Sustainability Strategy and Framework for North York General Hospital*

Organization: [North York General Hospital](#)

Work Location: Onsite - 4001 Leslie St, Toronto, ON, M2K 1E1

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 8:00 am to 5:00 pm, Monday – Friday. The intern will be expected to be primarily onsite (based out of NYGH's General Site at 4001 Leslie Street). Given the collaborative nature of sustainability work, interns are expected to maintain some flexibility in their weekly schedule, which will vary based on active work, the availability of key stakeholders, etc. Mentors will work closely with the intern to manage schedule expectations. When permitted, there may be some opportunity to work from home, however the intern should be prepared to maintain regular onsite presence.

Project Description:

NYGH is an academic community hospital, fully affiliated with the University of Toronto. The hospital has a large and robust education program and is a prime destination for learners. The Planning & Redevelopment team, hosts several learners from a variety of institutions, disciplines and programs.

Environmental Sustainability is a strategic enabler of NYGH's new 10-year strategic plan. NYGH is looking to further expand and develop its environmental sustainability strategic framework, in alignment with the corporate strategy. Building on the work done to date, this will include further development of a strategic framework, priorities and initiatives, a work plan, and KPIs, in coordination with NYGH's Quality Framework.

NYGH's sustainability strategic framework will set the stage and serve as a guiding document for environmental sustainability efforts over the next 10 years. The document will be written to account for all facets of buildings and operations with the intent of addressing scope 1, 2, and 3 emissions. NYGH will look to this document to green its operations and guide decision-making acknowledging the profound connection between population health and the health of the environment.

Project Activities:

The primary role for the intern is to produce a written draft of NYGH's inaugural sustainability strategy, including appropriate visuals.

The project will include developing:

- An environmental scan, building on preliminary work
- A draft strategy document in collaboration with NYGH's sustainability leads
- A stakeholder engagement plan
- Visual and data representations which support communication and reporting on the plan

Pending time available within the 250-hour internship, the student will also be asked to support ongoing sustainability initiatives, including waste reduction and diversion, energy and infrastructure, education and recognition, clinical practice, and transportation and commuting. Examples of active work include: waste process review and alignment, elimination of our N2O central supply, green transportation campaigns, development of educational materials, data management and presentation, etc.

Minor deliverables are subject to further review as a collaboration between sustainability leads and the successful applicant. Mentors will work closely with the successful applicant to identify opportunities that align with the applicant's strengths, interests, and area of study.

Preferred Background and Skills:

- Demonstrated research and writing skills
- Experience conducting stakeholder engagement events, including facilitation skills
- Familiarity with research methodologies and survey techniques
- Strong analytical skills
- Project management and organizational skills
- Graphic design capabilities or familiarity with WordPress, Canva or other tools
- Strong written and oral communication skills
- Practical experience engaging with stakeholders across disciplines
- Ability to work independently and take initiative to their assigned scope of work
- Strong organizational and time management skills
- Experience working in a health care setting is an asset, but not a requirement.

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.

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.](#)