



UNIVERSITY OF
TORONTO

Committee on the Environment, Climate Change & Sustainability

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: Documenting endangered species in the Greenbelt, protections they enjoy and threats they face

Organization: [Ontario Nature](#)

Work Location: Hybrid- remote and onsite at 720 Bathurst St, Toronto, ON M5S 2R4

Work term:

This is a 250-hour position over 12-13 weeks (an average of 20 hours per week) between May 1 and July 31, 2025. The intern will have flexibility to choose the days of the week they work during regular office hours between 8:00 am to 6:00 pm, with some evenings or weekend hours required for events.

Project Description:

The purpose of this project is to better understand the status of key endangered species in Ontario and policy shortcomings which are enabling their ongoing decline, based on publicly available information and data from various sources. This research will address the key role of these species and their habitats in maintaining a livable Ontario for all. Additionally, this project will identify opportunities for strengthening their protections into the future. This project is valuable because it will contribute to the critical topic of

implementing Canada's global biodiversity commitments and halting species extinction in Ontario. The anticipated outcomes of this work are an increased understanding of the status of key endangered species and their habitats within Ontario, existing gaps in protection and compelling policy opportunities to strengthen species' protections into the future.

Project Activities:

The intern will produce several endangered species case studies, a policy analysis review of existing shortcomings in Ontario's Endangered Species act which enable species loss to continue in the province, and recommendations for resolving these gaps. This policy analysis will contribute to public communications by Ontario Nature on the state of species in the province and policy/legislative options for reform in future.

As part of this reporting, the intern will:

- Review available data on the state of key endangered species in Ontario, how existing protections are sustaining or failing to maintain their populations and habitats, as well as potential policy, regulatory or other options to strengthen protections;
- Synthesize this data and information to highlight the status of these endangered species and the environmental, social and cultural implications of their loss; and
- With the project supervisor, conduct community outreach and education on the value of these endangered species.

The desired activities of the intern will include:

- Conduct and develop an environmental scan and develop case studies of these species' decline;
- Engage with the Ontario Nature Youth Council and Nature Network to solicit their views;
- Prepare a summary report on the status of these species and their habitats;
- Prepare an analysis of policy gaps in species' protection;
- Prepare summary recommendations and options for filling these gaps;
- Design, implement and analyze a survey; and
- Analyze and draft policy documents or briefing materials, including policy recommendations to government

Preferred Background and Skills:

- This project might be of most interest to students who have previously studied issues related to conservation, wildlife, ecosystems and biodiversity;
- Students with extensive research abilities and a keen interest in nature and biodiversity may also benefit from this project;
- Demonstrated research and writing skills; and
- Strong analytical 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; and
- 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 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.](#)