



Nursery Labourer – Nursery 3 Contract Positions

ABOUT REFOREST LONDON

ReForest London (RFL) is a small but mighty non-profit organization with a vision to see our community thrive in a healthy urban forest. We work to enhance environmental and human health in the Forest City by inspiring, educating and empowering Londoners to plant and care for trees and to be part of a sustainability-focused future for our community. Since our founding in 2005, we have grown to become London's largest environmental not-for-profit organization dedicated to preserving and expanding the urban forests of the region. Powered by passionate staff and volunteers, ReForest London plants and cares for thousands of trees each year.

POSTION OVERVIEW

The Nursery Labourer supports day-to-day activities in ReForest London's Community Tree Nursery. This role focuses on practical, hands-on work that contributes to the care and maintenance of young native trees. The position is ideal for students interested in horticulture, environmental work, or outdoor labour.

Candidates should have an interest in restoration ecology, conservation, urban forestry, and/or community outreach. Candidates should be suited for physical work (independently carrying up to 50lbs continuously) daily in various weather conditions. Candidates should bring an enthusiastic attitude to work with a tight-knit team. They should be self-motivated and organized with attention to detail as independent work will be expected. Availability on weekends and evenings will be required to meet the demands of event delivery.

This is a **16 week, full-time position (37.5 hours per week)**, at **\$18.60/hr (contingent upon funding)**

KEY ACCOUNTABILITIES, DUTIES AND ACTIVITIES

- Assist with watering, weeding, mulching, and general tree care.
- Support routine maintenance of nursery beds, pots, and surrounding grounds.
- Help monitor tree health by observing for pests, disease, or stress and reporting concerns to the Growing Programs Coordinator.
- Move soil, pots, tools, and equipment as directed.
- Assist with transplanting seedlings and organizing inventory.
- Maintain clean and orderly work areas, including sheds, pathways, and storage areas.
- Follow all safety guidelines and participate in safe work practices.
- Perform other basic tasks, as assigned, to support nursery operations.

QUALIFICATIONS AND ELIGIBILITY REQUIREMENTS

- Currently enrolled as a student and eligible for summer employment programs.
- Comfortable working outdoors in varying weather conditions.
- Ability to perform physical work including lifting, bending, and repetitive movement.
- Reliable, punctual, and able to take direction.
- Interest in trees, horticulture, or environmental work is an asset but not required.
- Preference given to candidates with relevant experience and/or have obtained or are pursuing a degree or diploma in Environmental Sciences, Biology, Ecological Restoration, Geography, Natural Resources, Arboriculture, Forestry, Landscape Architecture, Horticulture, or related field.
- Familiarity with trees and shrubs of Ontario, including common invasive species, common pests and/or diseases of our native tree species
- Strong written and oral communication skills, and comfortability speaking in front of groups of people
- Experience in event delivery, customer service, volunteer management, and/or community engagement are preferred.
- Exceptional interpersonal skills, and ability to effectively work in a team environment

- Experience with Microsoft Office - specifically Excel
- Availability to work evenings and weekends is required
- Ability to lift up to 50lbs independently, to tolerate long periods of walking, and work in a variety of outdoor field conditions (including hot or rainy weather).
- Ontario driver's license (minimum G class) is required
- **Meet eligibility requirements as outlined below**

Work Conditions

- Primarily outdoor, physical labour.
- Must be comfortable working with soil, water, hand tools, and basic nursery equipment.
- Occasional weekend or evening work may be requested depending on weather and watering needs.

Because this position would be funded through a federal employment program, in order to be eligible, **candidates must be:**

- A Canadian citizen, permanent resident of Canada, or have granted refugee status in Canada (no work permits or student visas),
- **and:**
- Be between 15 to 30 years of age at the start of employment period;

Candidates must also have a valid Social Insurance Number (SIN) at the start of employment and be legally entitled to work in Canada in accordance with relevant provincial or territorial legislation and regulations.

DESIRED SKILLS, KNOWLEDGE, AND ABILITIES

- **Understanding of tree biology and growth cycles** — knowing how species differ in their needs for light, soil, water, nutrients, and spacing, and how these factors influence planting, pruning, and long-term health.
- **Ability to operate and maintain tools and machinery safely** — using equipment such as pruning tools, sprayers, tractors, or irrigation systems while following safety protocols and environmental regulations.
- **Skill in identifying pests, diseases, and environmental stress** — spotting early signs of issues such as fungal infections, nutrient imbalances, or drought stress, and choosing appropriate interventions.
- **Competence in planting, pruning, grafting, and pest/disease management** — performing hands-on tasks safely and effectively to ensure strong establishment and long-term vitality.

APPLICATION PROCESS:

Please submit a cover letter, addressed to the **Operations Office**, and your resume (in either PDF or WORD format), via Airtable [here](https://airtable.com/appuQTBkTYhPXsWIX/shrSA54Tib3zeiu6U) (<https://airtable.com/appuQTBkTYhPXsWIX/shrSA54Tib3zeiu6U>). **Applications will be reviewed and interviews held on a rolling basis until positions are filled**, so we encourage you to apply as soon as possible. All applications will be acknowledged as received, but only those called for an interview will be contacted thereafter. Interviews will be held in-person at our office location at 944 Western Counties Rd, London, ON.

ReForest London is committed to the diversity of its board, staff and volunteers. Like a forest that thrives best when it is comprised of many different species of trees and shrubs, ReForest London thrives and gains strength from the differing perspectives, insights and experiences a diverse group provides. We acknowledge the systemic discrimination experienced by many. We welcome applications from women, members of racialized groups, visible minorities, Indigenous persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression. Thanks for your interest in our mission and for making your community a greener and healthier place!