

Facilitators must be available for virtual training in June and early July 2026, including July 4 and July 5, 2026. Shad's Virtual Program runs Monday to Friday, July 6 to July 31, 2026.

### About Shad

At Shad Canada, our goal is to inspire youth from across Canada to solve problems and influence positive change in the world through STEAM (science, technology, engineering, arts, mathematics) and entrepreneurship. We believe that when young people are empowered to take risks and explore their potential, they go on to impact their communities in meaningful ways and inspire others to do the same.

Alumni of the program go on to create an impressive network of social innovators and industry leaders, putting the program's values into practice across a range of social and professional sectors in ways that facilitate lasting change.

### About Shad's Virtual Program

ShadVirtual is a transformational month-long STEAM and entrepreneurship program in July for Grade 10 and 11 students. The program is offered through a virtual campus where students participate online from wherever they're spending their summer. ShadVirtual affords students an amazing opportunity to prepare for post-secondary education, participate in university level lectures and labs, and hear from professional keynote speakers and knowledge keepers. The program runs from Monday, July 6 to Friday, July 31, 2026

### About the Role

As a Facilitator, you will be responsible for the education, mentorship, and safety of Shad participants in an online program. You will be contracted to perform this multifaceted role with a focus on fostering a safe, inclusive, and engaged community. You will lead and deliver community and academic virtual workshops that draw from your own interests and experiences, in addition to facilitating pre-planned sessions. You will facilitate daily sessions, guide discussions, and support program operations and logistics.

The Facilitator is accountable to the Campus Lead and, in addition to delivering program content, plays a coach, mentor, and advisory role for students during the online program.



### Here's what you'll do:

- Be fully present in digital program activities, which may include lectures, workshops, project meetings, and social activities.
- Act as experience guide for participants
- Play an advisory and mentor role for a Shad design-entrepreneurship project group.
- Monitor and support engagement, interaction, and behaviour of Shad participants, reporting and consulting with Campus Leads regarding any concerns.
- Prepare one to two hands-on workshops to be reviewed by Campus Leads prior to team training, for delivery during the program. Campus Leads will select workshops for implementation during the program.
- Act in accordance with Shad's risk management policies and frameworks, to ensure the safety and well-being of program participants.
- Attend/complete training to be held virtually ahead of the program (to be scheduled in the spring).
- Post-program, submit a feedback report.

### Time Commitment:

#### April - May:

- Complete workshop template for Campus Leads to review

#### June:

- Available for virtual training in June 2026 (to be scheduled in the spring).

#### July:

- Available weekend prior to program commencing (July 4-5, 2026)
- Lead and participate in daily campus synchronous sessions Monday – Friday (10:00 – 18:00 ET). Daily sessions may include:
  - Campus sessions, including lectures, facilitator workshops, virtual field trips, and community-building
  - Small group design-entrepreneurship sessions
  - Team meetings
- Program preparation and administration, in addition to the synchronous hours above. Activities may include:
  - Reviewing pre-recorded content
  - Resource management
  - Duties related to campus administration

### You bring:

**A mindset for safety, inclusion, and community** – the well-being of Shad participants and Team Members is always our topmost priority during the program. You take the initiative to ensure community-building and risk-management frameworks are being implemented and have a keen eye for monitoring the emotional well-being of participants and the Shad community as a whole.

**A confident and friendly mentorship style** – you will work closely with Shad participants and Team Members from across the country with differing communication styles. You will guide, coach, and mentor participants



through program activities, mediate conflicts, facilitate discussions, provide directions and instructions, and be one of the first Team Members participants turn to when they have an issue. You are approachable, a clear communicator, and can excite and engage Shad participants in the program.

### You also have:

- Experience working with and being responsible for youth in a variety of roles.
- Experience working, leading, mentoring, or teaching in an online environment.
- Experience working or facilitating online through collaborative platforms (e.g., Zoom, Microsoft Teams, Google Suite, Miro, Topia/SchoolSpace, etc.)
- Understanding of risk issues that can arise in an online environment.
- Diverse and well-rounded experiences and interests, which include community service, volunteer work, and extracurricular activities.
- Experience in collaborative team environments.
- Strong sense of responsibility, maturity, and ability to exercise good judgment.
- Completed or are completing a post-secondary program.
- Reached the age of 18 years old
- Are legally eligible to work in Canada
- STEAM experience is an asset.

This is a short-term contract position with compensation ranging from \$3,120 to \$4,160, depending on experience.

**Please note** successful candidates will be required to have a Police Vulnerable Sector Check completed, the results of which must be acceptable to Shad in its sole and absolute discretion, prior to starting team member training.

### How do I apply?

In order to apply to be a Facilitator with Shad's Virtual Program, [click here](#). Interested applicants should **apply by February 19, 2026**.

Shad Canada values the diverse and intersecting identities of its participants, team members and contractors. We believe that equity and diversity are integral to the Shad community and are committed to accessibility for all. We look for applicants who embrace our values of equity, antiracism, and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as First Nations, Métis, and/or Inuit/Inuk, Black, racialized, a person with a disability, women, and/or 2SLGBTQ+. All qualified candidates are encouraged to apply.

