



Internal/External Job Posting

Seasonal Bargaining Unit Position

Burford Labourer

Who we are

The Grand River Conservation Authority (GRCA) has an international reputation for excellence in managing the natural resources of the largest inland river system in southern Ontario. Our team is made up of committed and passionate experts in their fields, including scientists, engineers, researchers, educators, stewards, planners, foresters, recreation experts and much more. Every day, we come to work to improve the health of the natural environment of the Grand River watershed for those who call it home or come to visit. We are a progressive team, dedicated to lifelong learning, collaboration and making a positive impact.

Who you are

You want to be part of an organization with an environmental goal. You want the work you do to make a difference. You like a team environment where everyone has an opportunity to contribute to achieve a shared goal, no matter their background or level of education and experience. You like problem solving, expanding your horizons and making even the smallest positive impact for your community and the planet.

Why work for us

Our team feels a connection to their work, to each other and to the community we serve. We offer staff development plans and open doors to help advance your career. And our employees benefit from being part of the Ontario Municipal Employees Retirement System (OMERS), with 100% matching contributions from GRCA.

Overview of the opportunity

The GRCA is looking for a hard working candidate available for 8 weeks of full-time work. They will be part of a team working together at the Burford nursery. The nursery is tucked away, in a natural oasis in Brant County. The 106 acre property grows more than 60,000 trees and shrubs each year providing species that are native to the Grand River watershed.

What you'll do:

- Lifting/harvesting of bare root trees
- Packaging, labeling and shipping nursery stock
- Potting seedlings and lining out seedlings into the nursery fields
- Safe operation of nursery equipment
- Assist in set-up of irrigation equipment and systems
- Pruning of trees and shrubs
- Maintaining nursery stock (weeding, watering and fertilizing)
- Carry out other duties as assigned

Education:

- High School Diploma

Experience & Abilities

- Ability to operate various hand tools and equipment

- Physically capable of prolonged standing, walking, bending and lifting
- Ability to lift a minimum of 40lbs
- Ability to drive a tractor would be an asset
- Basic tree and shrub identification skills would be an asset
- Be able to work outdoors in all weather conditions

Competencies and Abilities

Professional Judgement

Sound judgment and discretion in dealing with confidential information. Coordinating projects decisively and effectively striving for minimal cost and disruption to individuals and operations. Ensures good value for money in all work performed by or on behalf of the GRCA. Recognize when to escalate appropriate situations to the next higher level of expertise.

Integrity/Ethics

The willingness to hold oneself accountable for acting in ways that are consistent with stated values, principles and professional standards. Maintaining impartiality, objectivity and fairness when dealing with employees, consultants, contractors, stakeholders and other agencies. Maintains a calm and professional attitude in the face of change, stressful situations and challenges. A high level of personal and professional excellence including the ability to align personal and organizational values.

Goal/Action Oriented

Effective problem solving, collaboration, negotiation and facilitation skills. Seizes opportunities; takes initiative and is self-motivated. Maintains high level of productivity and self-direction

Team Work

Interacts with people respectfully and effectively as part of a team. Able and willing to share and receive information. Exceptional communications skills are required for working with internal teams to achieve mutually beneficial outcomes and to provide support to other programs within GRCA.

Customer Focus

Dedicated to meeting the expectations and requirements of internal and external customers. Develops and maintains effective relationships and ensures good communications with other staff, external stakeholders, consultants, contractors and other agencies. Works in close collaboration with internal stakeholders to keep them apprised of relevant information and significant issues in a timely fashion. Demonstrated ability to build ongoing working relationships and communicating with tact and diplomacy.

Compensation and Benefits

- Pay range starting at \$18.06 per hour/40 hours per week (2025 Pay rate)
- Job stability and security
- Gold-standard Ontario Municipal Employees Retirement System (OMERS) pension fund with 100% employer matching contributions.
- Free year-round access to GRCA conservation areas (parks).

Approximate Start Date: March 23, 2026

Season Length: Approx. March 23 to May 15 recurring

To Apply: Please send a cover letter and resume to careers@grandriver.ca in MS Word or PDF format and quote "Burford Labourer" in the subject line.

Deadline for Applications: 4:00pm February 17, 2026

This job posting is for an existing vacancy

We thank you for your interest, however only candidates under consideration will be contacted.

GRCA is an equal opportunity employer. We are committed to inclusive, barrier-free recruitment and selection processes and work environments. If you require any accessibility accommodations at any point during the application and hiring process, please contact us. Any information received relating to accommodation will be addressed confidentially

Pursuant to section 29(2) of the Municipal Freedom of Information and Protection of Privacy Act R.S.O. 1990, C. M.56 the personal information contained on this form is collected under the legal authority of the Conservation Authorities Act, R.S.O. 1990, chapter C.27 and is used for recruitment purposes. Questions about the collection of personal information should be directed to the Director of Human Resources, Grand River Conservation Authority, PO Box 729, 400 Clyde Road, Cambridge, Ontario N1R 5W6. 519-621-2761.