

Join our Team!

River & Sky is Hiring 2026 Festival Positions

We're looking for people who enjoy the adrenaline rush and comradery of working together to plan and put together an awesome 2026 festival for our audience members, artists and partners.

Deadline: Please send your resume and cover letter, indicating which job you're interested in, to info@riverandsky.ca by **May 18, 2026**.

Note: R&S values diversity, inclusion and equity, and anti-racism. Please let us know a bit more about yourself, if you feel comfortable sharing.

Canada Summer Jobs Positions: (Read jobs descriptions on next pages)

Thanks to funding from Canada Summer Jobs, there are five, 8-week contract positions that begin June 8. Eligibility criteria includes: being between the ages 15 to 30; a Canadian citizen, permanent resident or person to whom refugee protection has been given under the act; and have a valid SIN number. Due to technical program requirements, international students are not eligible.

- Groundskeeper (2) – Fishers' Paradise/West Nipissing
- Waste Management Coordinator – Fishers' Paradise/West Nipissing
- Tourism Development Coordinator– Hybrid / West Nipissing
- Marketing/Communications Coordinator – Sudbury based

Ontario Creates Festival Leads

We will also be hiring festival leads through Ontario Creates funding. These gigs will start ahead of the festival with some logistics planning, and then work the week of the festival (July 22-26, 2026) leading volunteers on their team, with the help of the Volunteer Coordinator. There are no age restrictions for Leads.

We are currently looking for:

- Artist Hospitality Leads

CANADA SUMMER JOBS DESCRIPTIONS

Festival Groundskeeper (Two Positions)

Reports to: Venue Supervisor

Canada Summer Job Eligibility Criteria: Participants must be between the ages of 15 to 30 years; a Canadian citizen, permanent resident or person to whom refugee protection has been given under the act; and have a valid SIN number. Due to program criteria, international students are not eligible.

Salary: \$18.00

Length: 8 weeks starting June 8 / 35 hours per week or 280 hours total.

Based: [Fishers' Paradise/West Nipissing](#)

Overview: Do you enjoy working outside in nature, bushwacking trails and building things? Do you have strong organizational skills, can work independently, and collaborate with others? This position works with other team members to prepare our venue to safely accommodate campers, artists, volunteers, sponsors, and partners for our annual music festival.

Pre-Event Responsibilities:

- Participate in orientation, safety, and mindfulness training with supervisors and mentors.
- Work on building projects as directed.
- Accurately document and submit expenses and receipts.
- Work with other team members and volunteers to prepare the grounds and campsites for the festival including:
 - Identify, mark, and remove trip hazards from trails and campsites
 - Develop/improve trails by clearing trees and brush
 - Establish/improve/maintain campsites through brushing and cutting grass
 - Post directional and safety signage
 - Maintain/repair outhouses
 - Prepare firewood
 - Maintain/repair saunas
 - Install additional safety signage and checkpoints

Event Responsibilities:

- Ensure consistent supply of firewood to key locations and maintain outhouses.
- Monitor use of canoes/kayaks.
- Working with volunteers and leads, ensure pickup of waste and sorting of recycling.
- Oversee cleanup efforts with the assistance of volunteers including recycling.
- Work with the Venue Supervisor to document, catalog, and properly store all equipment.

Knowledge, Skills, and Abilities:

- Proficient in operating power tools.
- Physically capable of performing manual labor and working in outdoor conditions.

- Comfortable working in environments with insects.
- Able to safely operate a UTV.

Licenses or Certifications (let us know if you have any of these): Basic First Aid; Four Steps to Safety training; water safety and lifeguarding certification; valid driver's license; chainsaw safety certification; propane safety certification.

Festival Waste Coordinator

Reports to: Venue Supervisor

Canada Summer Job Eligibility Criteria: Participant must be between the ages 15 to 30 years; a Canadian citizen, permanent resident or person to whom refugee protection has been given under the act; and have a valid SIN number. Due to program criteria, international students are not eligible.

Salary: \$18.00

Length: 8 weeks starting June 8 / 35 hours per week or 280 hours total.

Based: [Fishers' Paradise/West Nipissing](#)

Overview: Are you passionate about the environment and ways to reduce our impact? The Festival Waste Management Coordinator is responsible for assisting with planning, coordinating, and executing all waste diversion, cleanup, and sustainability initiatives before, during, and after the festival. This role ensures the event grounds remain clean, safe, environmentally responsible, and aligned with the festival's sustainability goals.

Pre-Event Responsibilities:

- Participate in orientation, safety, and mindfulness training with supervisors and mentors.
- Develop a comprehensive waste management and site-cleanliness plan, including bin placement, collection schedules, and diversion strategies with the Venue Supervisor.
- Liaise with waste service providers, recycling partners, composting facilities, and local municipalities.
- Assist with planning and implementation of Community Care Hubs - which will house waste and recycling collection.
- Work with other team members and volunteers to prepare the grounds and campsites for the festival, helping out with projects as needed.

Event Responsibilities:

- Management of key operational hubs including Community Care Hubs (all aspects - goes beyond waste) and other waste collection/sorting sites including wastewater across festival grounds, campgrounds, vendor areas, and backstage zones.
- Supervise waste crew and volunteers, providing coaching, task assignments, and on-the-ground support.
- Monitor and maintain cleanliness of high-traffic areas.
- Ensure proper separation of waste streams (recycling, compost, landfill, deposit-return, hazardous materials).

- Coordinate with festival departments (food vendors, logistics, camping, security, medical) to reduce waste at the source.
- Respond to operational issues quickly, ensuring safety, cleanliness, and smooth workflow.

Post-Festival (Strike & Reporting):

- Lead site cleanup and restoration, ensuring all waste is removed, sorted correctly, and disposed of responsibly.
- Oversee the breakdown of waste stations, signage, and equipment.
- Track waste volumes and diversion metrics—including composting totals—and prepare a post-event sustainability report.
- Recommend improvements and best practices for future waste reduction efforts.

Knowledge, Skills, and Abilities:

- Proficient in operating power tools.
- Physically capable of performing manual labor and working in outdoor conditions.
- Comfortable working in environments with insects.
- Experience/Knowledge in waste management, environmental sustainability, facilities operations, or festival/large event operations in the greater context of Community Care.
- Strong leadership skills and the ability to manage staff and volunteers in a fast-paced environment.
- Understanding of recycling, composting, circular economy systems, and sustainable event practices.
- Excellent problem-solving skills and the ability to adapt quickly to changing conditions.
- Ability to perform physical tasks, lift moderate weights, and work outdoors in various weather conditions (with insects!).
- Commitment to environmental stewardship, sustainability, and community values.

Licenses or Certifications (let us know if you have any of these): Basic First Aid; Four Steps to Safety training; water safety and lifeguarding certification; valid driver’s license; chainsaw safety certification.

Tourism Development Coordinator

Reports to: Venue Supervisor

Canada Summer Job Eligibility Criteria: Participant must be between the ages 15 to 30 years; a Canadian citizen, permanent resident or person to whom refugee protection has been given under the act; and have a valid SIN number. Due to program criteria, international students are not eligible.

Salary: \$18.00

Length: 8 weeks starting June 8 / 35 hours per week or 280 hours total.

Based: Hybrid/West Nipissing

Overview: Are you good at building partnerships and engaging all types of folks? The Tourism Development Coordinator is responsible for the engagement of the community, partners, and

sponsors, as well as conducting outreach activities to further the festival's reach. The Tourism Development Coordinator will work with the Festival Coordinator to document and ensure festival sponsors/partners are properly acknowledged before, during and after the festival. This role will also include supporting River & Sky members/volunteers and the R&S Volunteer Coordinator before, during and after the festival, including to help support our Membership Workshop Weekend (June 27-28).

Pre-Event Responsibilities:

- Participate in orientation, safety, and mindfulness training with supervisors and mentors.
- Develop partnerships/sponsorships/relationships with regional tourism lodges.
- Ensure sponsors/funders/partners contracts are followed and thanked through various channels including social media, website, and onsite.
- Draft sponsorship agreement proposals tailored to partner needs (where possible)
- Support Festival Coordinator with vendors/workshoppers where necessary.
- Work with Marketing/Communications Coordinator to develop copy for program and social media posts related to outreach and partnership development.
- Foster/develop new ways to engage the community, specifically in the surrounding areas (Field, Sturgeon Falls, West Nipissing).
- Foster/develop new ways to engage our members and volunteers.

Event Responsibilities:

- Act as liaison for vendors/workshoppers (under direction of Festival Coordinator) in the Mainstage area.
- Responsible for Merch sales and organization.
- Provide support to Volunteer Coordinator.
- Provide support to volunteers where necessary.
- Document sponsorship acknowledgements.

Post-Festival (Strike & Reporting)

- Assist with festival satisfaction survey.
- Documenting notable responses from our post-event survey.
- Any funder/sponsor/partner thank-you's.

Knowledge, Skills, and Abilities:

- Excellent written and oral communication skills;
- Experience communicating with clients and the general public via telephone, email etc.;
- Experience with general word processing software, spreadsheet software, presentation software, email platforms;
- Strong organizational skills, ability to multi-task and prioritize work tasks;
- Concrete problem solving, conflict management and decision making skills, work well with others;
- Ability to work flexible hours during festival season;
- French language skills an asset; not mandatory;

- G or G2 Driver's License an asset; and,
- Own vehicle/access to vehicle an asset.

Marketing/Communications Coordinator

Reports to: Sudbury Office Supervisor

Canada Summer Job Eligibility Criteria: Participant must be between the ages 15 to 30 years; a Canadian citizen, permanent resident or person to whom refugee protection has been given under the act; and have a valid SIN number. Due to program criteria, international students are not eligible.

Salary: \$18.00

Length: 8 weeks starting June 8 / 35 hours per week or 280 hours total.

Based: Sudbury pre-festival, West Nipissing during festival

Overview: Are you a creative storyteller – a strong writer with an ability to create compelling visuals? The Marketing/Communications Coordinator is responsible for engaging our audience, artists, volunteers and partners through our festival Communications and Marketing Strategy. The role will support the growth of River & Sky's virtual presence on social media, work to strengthen the festival website, and develop print assets like the festival program.

Pre-Event Responsibilities:

- Collaborate with team members to develop creative audience engagement strategies.
- Ensure timely and accurate communication with the public regarding event details.
- Develop communications focused on vendors, workshops, sponsors, partners.
- Promote and reinforce inclusion messaging to volunteers, members, and the wider community.
- Collect necessary promotional assets from artists (where needed), vendors and workshopers.
- Lead the development of the program by creating and collecting copy/images and communicating with the printer.
- Help support ticketing efforts.

Event Responsibilities:

- Support Volunteer Coordinator in volunteer management when needed.
- Provide social media coverage during the festival.
- Support Photography Lead as needed.

Post-Festival (Strike & Reporting):

- Communicate with the Photography Lead to collect all photos from the festival and store in the River & Sky Drive.
- Assist with cleanup.
- Draft Communications Report to inform future festival marketing.

Knowledge, Skills, and Abilities:

- Proficiency in graphic design;

- Excellent written and oral communication skills;
- Experience communicating with clients and the general public via telephone, email etc.;
- Experience with general word processing software, spreadsheet software, presentation software, email platforms;
- Strong organizational skills, ability to multi-task and prioritize work tasks;
- Concrete problem solving, conflict management and decision making skills, work well with others;
- Ability to work flexible hours during festival season
- French language skills an asset;
- G or G2 Driver's License an asset;
- Own vehicle/access to vehicle an asset.