



Position Description

Adventure Therapist

POSITION TITLE	Adventure Therapist
TEAM	Program Team
LOCATION	Ballina, NSW and travel within the Northern Rivers Region
MANAGER	Programs Manager
STATUS	Part Time
HOURS	0.6 FTE (3 days per week) negotiable
REMUNERATION	This position is classified as Level 4 under the Social, Community, Home Care and Disability Services Industry Award 2010. Above award remuneration is negotiable based on relevant qualifications and experience.

About Us

Human Nature Adventure Therapy (HN) is an independent, non-profit organisation uniquely supporting young people ages 14 – 22 struggling with mental health issues across the Northern Rivers region. Based in Ballina NSW, our mission is to empower our most at-risk young people to navigate life's challenges – transforming trauma and disadvantage into healing and growth through innovative nature-based adventure therapy programs.

Position Summary

The Adventure Therapist is a key member of a small team of mental health professionals charged with ensuring young people participating in our therapeutic programs receive the best possible holistic support. The role works collaboratively with our Lead Psychologist and program team to coordinate, deliver, and contribute to the ongoing development of our suite of programs.

You will mainly be working with young women and female bodied young people in this role.

Key Accountabilities

Program Planning & Delivery

- Work with the Program Team to strengthen and build capacity across HN's program offerings, contributing to the strong, evidence-based therapeutic knowledge base and model.

Therapeutic Work

- Build and maintain collaborative referral relationships with schools, out of home care agencies and other referral sources to identify and engage at-risk young people who will benefit the most from

our programs.

- Starting with an in-depth intake process, build trusting long-term therapeutic relationships with young people ages 14 – 22 each year participating in our Recre8 and Activ8 programs.
- Develop individual therapeutic plans with each young person
- Maintain detailed clinical case notes and adhere to privacy and confidentiality requirements
- Provide agency/stakeholder reports, and Medicare and NDIS documentation as appropriate
- Transport young people to and from meetings and therapeutic sessions as needed.
- Work collaboratively with the care community for each young person (family members, carers, case workers, teachers, etc.) to ensure we are supporting each young person holistically.
- Incorporate the intrinsic therapeutic benefits of nature and other non-clinical settings.
- Report risk of harm concerns to Program Manager and follow Mandatory Reporting Procedures (as per Child Protection Policy).
- Ensure physical and emotional safety of participants at all times and abide by all workplace health and safety policies and procedures.
- General program development, implementation and innovation as assigned by the Program Manager.

Recre8 – Group adventure therapy expedition-based program

- Collaborate with the program team to deliver up to two Recre8 programs (each of which include a 10-day expedition) each year.
- Participate in all Recre8 team meetings, pre-program briefings and post-program debriefings.
- Facilitate and model healthy social connections and teamwork in all stages of the program, managing conflicts and teaching/modelling social skills and conflict resolution techniques.
- Deliver therapeutic support to program participants over the 3-month Recre8 program period, and collaborate with the program team to support participants in other programs such as Activ8 and Elev8
- Work collaboratively with the program team and outdoor partners to schedule the expedition components, ensuring the outdoor education and logistics team are ready and integrated into the Recre8 model.

Activ8 – One-on-one therapeutic support and mentoring

- Collaborate with the team to implement and strengthen the Activ8 program
- Develop effective and ongoing relationships with referral sources to identify young people at-risk.
- Manage a realistic caseload of young people delivering in-depth therapeutic outreach support.
- Work closely with therapeutic mentors (youth workers) to provide an integrated additional layer of support for young people between clinical therapeutic sessions.

Elev8 – Engagement and support for past participants

- Collaborate with the team to deliver Elev8 activities with current and past participants
- Support the Youth Leadership Committee
- Design and deliver scheduled programs and activities that contribute to young peoples' connections with each other and Human Nature as well as to resources in their communities
- Develop programs that contribute to young peoples' leadership and development skills

Evaluation

- Collaborate with the program team to implement a robust monitoring and evaluation system, process and practice, contributing to the evidence base and reporting on outcomes, and the ongoing adaptation and design of program offerings

Key Skills

- Commitment to proactively supporting HN's unique nature-based non-clinical therapeutic

approach.

- Highly developed therapeutic casework skills, with demonstrated experience in providing effective and evidence-based therapies to vulnerable young people ages 14 – 22 with multiple support needs.
- Experience working autonomously to develop/manage effective case plans for multiple young people.
- Demonstrated experience and expertise in natural, outdoor and adventurous/wilderness environments, and the capacity to work therapeutically in a non-clinical, nature-based context.
- Experience measuring program outcomes and incorporating evaluation feedback into programs.
- Strong interpersonal and team skills/behaviours including verbal and written communication, flexibility, resilience, problem solving, decision making, and the maturity to ask for support when needed.
- Highly skilled in time management, and in organising and prioritising workload.
- Competency using MS Office applications (Word, Excel) adept at integrating new IT platforms.
- Demonstrated ability to adapt to changing circumstances and organisational requirements.

Personal Attributes

- Strong and genuine commitment to providing meaningful support for vulnerable young people.
- Desire to work collaboratively as part a small, high energy team.
- Strong work ethic, trustworthy, reliable and resilient.
- The courage to share new ideas and to welcome challenges as valuable learning opportunities

Selection Criteria

In context of the Key Accountabilities above, amongst many skills candidates should possess:

Essential Criteria

- One of the following tertiary qualifications: Psychologist or Social Worker or post graduate Counselling
- Demonstrated relevant experience working with diverse populations and specifically at-risk and disadvantaged young people experiencing mental health challenges and/or complex trauma.
- Demonstrated ability and willingness to undertake case management and work in partnership with other services and agencies, including an understanding of referral processes and the value of those services to the wellbeing and recovery of the young people and their family/carers.
- Demonstrated capacity to work therapeutically in an outreach, non-clinical, and/or nature-based context, or willingness to do so.
- A level of physical fitness and capacity suitable for multi day hiking, and other adventure therapy activities such as stand-up paddle boarding, bike riding and kayaking.
- Valid unrestricted drivers licence for use in NSW/Australia and willingness to travel across the Northern Rivers in the course of employment.
- Current full Registration with AHPRA as a Psychologist, Social Worker or equivalent.
- Australian residency.
- Valid unrestricted drivers licence for use in NSW/Australia and willingness to travel across
- NSW Working with Children Check, and clear Federal Police Check.
- Proof of full vaccination with an approved COVID 19 vaccine.

Desirable Criteria

- Experience in the development and implementation of engaging therapeutic youth programs.