



Position Description

Therapeutic Mentor

POSITION TITLE	Therapeutic Mentor
TEAM	Program Team
LOCATION	Ballina, NSW and travel within the Northern Rivers Region
MANAGER	Programs Manager
STATUS	Four days a week
REMUNERATION	In line with Classification Level 4 of Social, Community, Home Care and Disability Services Industry Award [MA000100]

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 Therapeutic Mentor provides program support and coordination and therapeutic mentoring for young people participating in Human Nature Adventure Therapy's (Human Nature's) suite of program offerings. Inspiring and supporting young people through genuine and meaningful connections, the role supports the delivery of Activ8, Recre8 and Elev8 programs. In this role, you will primarily be working with young women.

Key Accountabilities

Program planning support

- Assist with program development through the collection of literature, research and information relating to nature-based therapy and specifically on the role of therapeutic mentoring.
- Assist program staff and contractors with program planning, preparation and review.
- Assist with program administration tasks including data management, contact lists, filing, professional communication via phone and email.
- Participate in all program team meetings including briefings pre and post events and expeditions.
- Participate in practice guidance sessions from Human Nature psychologists through a secondary-consult model to ensure each session is delivered with clear intent, with the young person's wellbeing and personal goals as the focus.

Therapeutic Mentoring

- Provide friendly and supportive outreach therapeutic mentorship for young people participating in Human Nature's programs, ideally in nature-based settings, ensuring that young people are engaged in meaningful conversations within safe and positive relationships that are built through fun and playful shared activities.
- Support young people to develop life skills, education, training and employment goals, providing guidance, role modelling and a positive influence, with a therapeutic approach.
- Facilitate and model healthy social connections and teamwork between participants, manage conflicts if necessary, teaching and modelling social skills and conflict resolution techniques.
- Strengthen Human Nature's cultural safety for Aboriginal young people engaging with Human Nature.
- Report risk of harm concerns to Program Manager (as per Child Protection Policy).
- Under guidance from the Programs Manager and Lead Clinician, provide evidence-based therapies to participants, within agreed areas of professional competence and qualifications.
- Ensure safety of participants and abide by health and safety policies, guidelines and procedures.
- Produce appropriate client notes/records as required and/or requested.
- Assist with general program related tasks as required, e.g. participant transportation, management and care of equipment, etc.
- Other tasks as directed.

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

Essential Criteria

- Tertiary qualifications in Education, Outdoor Education, social sciences, or youth work
- At least three years relevant experience and high level skills in supporting young people with complex needs
- Outdoor adventure/education guide qualifications and experience completed or at least in process
- High level of culturally appropriate interpersonal skills
- Understanding of child safety principles and practises
- Clear Working with Children Check and clear Federal Police Check
- Current clean Drivers Licence
- Current Senior First Aid Certificate
- Senior Lifesaving Certificate

Key skills

- Demonstrated ability to connect in a meaningful way with young people, including using creative and youth-friendly strategies to maintain engagement and build skills and development.
- Case management and mentoring skills and experience.
- Experience measuring program outcomes through evaluation and incorporating evaluation feedback to adjust program activities to ensure meaningful program outcomes.
- Demonstrated skills in managing time, setting priorities, planning and organising their own work.
- Strong interpersonal and team skills and behaviours, including flexibility and resilience, and the ability to interact with people from a diverse range of backgrounds.
- Strong verbal and written communication skills and ability to prepare oral and written reports.
- Computer literacy, including confidence in the use of a range of IT platforms, mail programs and databases.

- Commitment to proactively support Human Nature Adventure Therapy's vision, purpose, values and goals.

Personal Attributes

- Demonstrated interest in using nature and adventure as a co-teacher for empowering and responding to vulnerable young people.
- Strong and genuine commitment to providing meaningful support for vulnerable young people.
- Desire to work collaboratively as part of a small, high energy team.
- Positive and strong work ethic, trustworthy, reliable, resilient, and commitment to appropriate discretion and confidentiality.
- The courage to share new ideas and to welcome challenges as valuable learning opportunities.
- Confidence in and commitment to working with diversity and difference and in particular to the wellbeing of indigenous Australians.
- Highly motivated, with humility and a willingness to "roll up your sleeves" and do whatever needs doing.
- Innovative, flexible and adaptable with an ability to thrive under pressure and problem solve in the face of emerging challenges.