



Position Description

Adventure Therapist

POSITION TITLE	Adventure Therapist
TEAM	Program Team
LOCATION	Ballina, NSW and travel within the Northern Rivers Region
MANAGER	Head of Operations
STATUS	Part Time
HOURS	0.8 FTE (4 days per week) minimum
REMUNERATION	This position is classified as Level 5 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 (HNAT) is an independent, non-profit organisation uniquely supporting young people ages 14 – 18 struggling with mental health issues across the Northern Rivers region. Based in Ballina NSW, our mission is to empower 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 Team Leader, Therapeutic Lead, Head of Operations and program team to coordinate, deliver, and contribute to the ongoing development of our suite of programs.

Key accountabilities

Program planning & delivery

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

model.

Therapeutic work

- Build and maintain collaborative referral relationships with schools, youth services 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 14-18.
- 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 invoicing, 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 Team Leader 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 Head of Operations.

Group adventure therapy expedition-based programs

- Collaborate with the program team to deliver multi day expeditions - usually one or two throughout the year.
- Participate in all expedition 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.
- 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 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.
- Implement client assessment and outcome measurement tools as required by HNAT.

- 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

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 HNAT's unique nature-based non-clinical therapeutic approach.
- Highly developed therapeutic skills, with demonstrated experience in providing effective and evidence-based therapies to vulnerable young people ages 14 – 18 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 Google suite programs and 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 of 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

- Demonstrated relevant experience in the provision of evidence based therapeutic services and person-centred practice 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 aptitude and willingness to do so.
- High level of culturally appropriate interpersonal skills.
- Understanding of child safety principles and practices.
- 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.

Essential requirements

- One of the following tertiary qualifications: Psychologist or Social Worker or post graduate Counselling
- Valid 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, AASW or equivalent.
- Australian residency.
- NSW Working with Children Check, and clear Federal Police Check.
- Proof of full vaccination with an approved COVID 19 vaccine.