



Position Description

Adventure Therapist

POSITION TITLE	Adventure Therapist
TEAM	Program Team
LOCATION	Ballina, NSW and travel within the Northern Rivers Region
MANAGER	Clinical Manager
STATUS	Part Time
HOURS	0.8 FTE (4 days per week) negotiable
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 (HN) 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 our young people navigating complex life circumstances to navigate life's challenges – transforming trauma and adversity into healing and growth through innovative nature-based adventure therapy programs.

Position Summary

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

As an active contributor to our multidisciplinary team culture, the Adventure Therapist brings a high level of collaborative energy. This involves participating in reflective team spaces, sharing clinical insights across modalities, and co-designing creative, community-based therapeutic responses to ensure young people receive integrated and seamless care.

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.
- Provide expert advice to other staff on therapeutic strategies, techniques and modalities.
- Implement Human Nature's Practice Framework and Model of Care.
- Adhere to established work practices and exercise initiative and judgement where practices and direction are not clearly defined.
- Pro active involvement in establishing organisation programs and procedures.
- Undertake responsibility for organisational projects, including planning, coordination, implementation and administration.
- Provide mentorship to other employees and/or students as required.

Therapeutic Work

- Provide trauma-informed, healing-integrated, culturally safe, and supportive place-based community therapy to young people participating in Human Nature's programs. This is delivered primarily in nature-based settings, integrating adventure therapy techniques with clinical mental health interventions to foster safe and positive relationships through meaningful conversations, trust-building, and fun, playful, shared activities.
- Coordinate care for a cohort of young people with varying degrees of complexity and need. Deliver community-based therapy (including home and school visits), counselling, mental health assessment, intervention, and monitoring of therapeutic outcomes, utilising focused psychological strategies such as cognitive-behavioural techniques, skills training, psychoeducation, relaxation strategies, and solution-focused interventions to support their emotional, social, and behavioural development.
- Deliver high-quality evidence-based mental health treatment and support across individual, small group, and family contexts, and occasionally in group adventure settings.
- Undertake therapeutic care processes including holistic and specialised assessment, treatment planning, clinical escalation, and the development of individual therapeutic plans with each young person.
- Conduct and implement participant assessments using outcome measurement tools (e.g., MyOutcomes, MyMindStar, HoNOSCA, etc.) to evaluate progress and support mental health recovery and skill development.
- Develop Positive Response Intervention Plans (PRIPs), safety plans, family support plans, or other therapeutic interventions as required to address risks and support recovery.
- Conduct regular case reviews, care planning, and integrated treatment delivery as part of a team-based approach.
- Actively participate in and contribute to a highly collaborative, multidisciplinary team environment, openly sharing clinical insights, reflecting on practice, and co-designing creative, nature-based therapeutic responses to ensure integrated, seamless care.
- Support young people in developing life skills, education, training, and employment goals, providing guidance, role modelling, and a positive influence through collaborative support planning.
- Engage participants in structured one-on-one and group therapeutic interventions to promote mental health recovery, facilitate healthy social connections, and model teamwork, teaching and modelling social skills and conflict resolution techniques as needed.
- Build trusting long-term therapeutic relationships with young people.
- Incorporate the intrinsic therapeutic benefits of nature and other non-clinical settings into session planning and delivery, being led by the young person's interests and choices.
- Develop and deliver culturally appropriate and culturally safe services; actively strengthen Human Nature's cultural safety for Aboriginal young people.
- Provide therapeutic consultation to therapeutic mentors as appropriate.
- Work collaboratively with the care community for each young person (family members, carers, case workers, teachers, etc.) to ensure holistic support.
- Collaborate effectively with other agencies and interagency networks to create a supportive network and ensure warm, supported referrals.
- Transport young people to and from therapeutic sessions as needed.
- Maintain detailed clinical case notes, adhere to privacy and confidentiality requirements, and

- provide agency/stakeholder reports, Medicare billing, and NDIS documentation as appropriate.
- Report risk-of-harm concerns to the Program Team Leader and follow Mandatory Reporting Procedures (as per Child Protection Policy).
 - Ensure the physical and emotional safety of participants at all times and abide by all workplace health and safety policies and procedures.

Group Adventure Therapy Expeditions and Camps

- Collaborate with the program team and Elev8 mentor to design and deliver overnight camps.
- Collaborate and coordinate with the Elev8 mentor to support group events and activities.
- Participate in all pre-program briefings and post-program debriefings.
- Facilitate and model healthy social connections and teamwork during overnight camps, navigating challenges collaboratively and supporting young people to develop positive social connections and conflict resolution skills.
- Deliver therapeutic support to program participants over the duration of the event.

Evaluation and Program Development

- Contribute to a robust monitoring and evaluation system by maintaining all participant records as required and using outcome measurement tools.
- Contribute to the evidence base, reporting on outcomes, and the ongoing adaptation and design of program offerings.
- Participate in general program development, implementation, and innovation as required.

Supervision and Professional Practice

- Receive regular clinical supervision from qualified mental health professionals to ensure quality and compliance with peak body practice standards, while working under guidance from the Team Leader and Clinical Manager to provide evidence-based interventions within agreed areas of professional competence and qualifications.
- Participate in, and at times lead, peer supervision and collaborative therapeutic reviews, and engage in organisational and clinical supervision.
- Actively contribute to a supportive, high-trust team environment by engaging openly in shared clinical reflection, peer practice reviews, and cross-discipline learning.
- Collaborate closely with program staff, therapeutic mentors, and team leaders to ensure a unified, culturally safe, and consistent approach to care for every young person.

Key Skills

- Highly developed therapeutic skills, with demonstrated experience in providing effective and evidence-based therapies to young people facing complex challenges ages 14–18 navigating multiple support needs.
- Experience working autonomously to develop and coordinate effective holistic care plans alongside young people.
- Demonstrated experience and expertise in natural, outdoor, and adventurous environments, and the capacity to work therapeutically in a non-clinical, nature-based context.
- Experience and willingness in measuring program outcomes and incorporating evaluation feedback into programs.
- Advanced interpersonal and team skills, including a proven capability to communicate clearly across clinical and non-clinical disciplines, maintain flexibility in fluid team environments, and constructively give and receive feedback.
- High level of culturally appropriate interpersonal skills for working with Aboriginal young people, families, and services.

- Highly skilled in time management, and in organising and prioritising workload.
- Competency using and integrating a wide range of IT platforms.
- Demonstrated ability to adapt to changing circumstances and organisational requirements.

Personal Attributes

- Strong and genuine commitment to walking alongside young people facing complex circumstances.
- A genuine enthusiasm for team dynamics, with a proactive desire to contribute to a positive, reflective, and highly collaborative workplace culture.
- 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

- Tertiary qualification in a relevant human services discipline, including Psychology, Occupational Therapy, Social Work, Mental Health Nursing, or post-graduate Counselling, with current full registration or credentialing with the appropriate professional body (e.g., AHPRA, AASW, ACMHN, PACFA, or ACA).
- Demonstrated experience in working with young people in the context of moderate to increasing acuity mental health issues including best treatment options, support services, co-morbidities, and co-occurring contexts.
- Demonstrated ability and willingness to undertake collaborative care coordination and work in active partnership with other services and agencies, including an understanding of referral processes and the value of those services to the wellbeing and recovery of young people and their families/carers.
- Demonstrated capacity to work therapeutically in a place-based, non-clinical, and/or nature-based context, or willingness to do so.
- A level of physical fitness and capacity suitable for hiking, and other adventure therapy activities such as overnight camps, stand-up paddleboarding, fishing, golfing, and bike riding.
- Demonstrated ability to work in culturally safe ways with Aboriginal young people.
- Demonstrated understanding of NSW Child Safe Standards and how to apply them in the work.
- Valid unrestricted driver's licence for use in NSW/Australia and willingness to travel across the Northern Rivers in the course of employment.
- Australian residency.
- NSW Working with Children Check, and clear Federal Police Check.
- Demonstrated experience working effectively within a multidisciplinary mental health or community services team, with a proven ability to thrive in a highly collaborative, reflective, and unified group practice environment.
- Hold a current HLTAID011 Provide First Aid certificate.

Desirable Criteria

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

