

## Position Description

### Adventure Therapist

<b>POSITION TITLE</b>	Adventure Therapist
<b>TEAM</b>	Program Team
<b>LOCATION</b>	Mullumbimby, NSW and travel within the Northern Rivers Region
<b>SUPERVISOR</b>	Program Manager
<b>STATUS</b>	Part time fixed term contract - initially 6 months with potential to extend to 12 months. A 3-month probationary period will apply. Casual option also available.
<b>HOURS</b>	0.6 FTE (3 days/week)
<b>REMUNERATION</b>	\$75,000 - \$80,000 pro-rata + superannuation and attractive conditions including professional development, supervision and post-program self-care time.

### 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 Mullumbimby NSW, our mission is to empower at-risk young people to navigate life's challenges – transforming trauma and disadvantage into healing and growth through innovative nature-based adventure therapy programs.

Our 3-month Recre8 Adventure Therapy program has been proven over the past decade, intensively supporting and transforming the lives of over 200 young people and connecting them back to themselves, to their communities and to nature. Our therapeutic model now includes two new programs (Activ8 and Elev8) that uniquely engage and mentor young people with in-depth nature-based therapy and leadership development to support their wellbeing goals.

It's an exciting time to join HN as we build a skilled and passionate program team working together to fundamentally change the way early mental health interventions reach our most at-risk and disadvantaged young people in the Northern Rivers region and beyond.

### Position Summary

The **Adventure Therapist** will be 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 and deliver our Recre8 programs and contribute to the ongoing development of our suite of programs.

We are seeking an engaging, experienced, community-oriented registered mental health professional with a passion for supporting at-risk youth to thrive, and a deep connection to the concept of working with nature as a co-therapist. The ideal candidate will have a demonstrated ability to connect with, support and empower at-risk young people to reach their potential, combined with solid clinical capacity for working with complex trauma in innovative ways outside of a conventional clinical setting. You will also have experience developing mutually rewarding professional relationships with a diverse range of stakeholders, and a track record of working with efficiency, effectiveness, enthusiasm and autonomy. As part of a small program team doing big things, a collaborative approach and willingness to multi-task and pitch in is essential.

## Key Responsibilities

### 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, foster 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 four (4) Recre8 programs 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.

### 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.

## Selection Criteria

### 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

### Essential:

- Australian residency.
- Current unrestricted Australian Driver's licence.
- NSW Working with Children Check, and clear Federal Police Check.

## Qualifications & Experience

### Essential:

- Completion of four-year Psychology, or equivalent, professional mental health or social work degree.
- Demonstrated relevant experience working with diverse populations and specifically with at-risk and disadvantaged young people ages 14 – 22 experiencing mental health challenges.
- Current full Registration with AHPRA as a Psychologist, Social Worker or equivalent.
- Experiencing working within a trauma-informed framework.

### Desirable:

- Outdoor adventure/education-guide qualifications and experience (expeditions, canoeing, sailing).
- Experience in the development and implementation of engaging therapeutic youth programs.

## Remuneration & Benefits

- Excellent remuneration package including: competitive base salary; additional stipend for overnight expeditions; paid self-care leave following expeditions; contribution to professional clinical supervision costs and professional association fees.
- Access to salary packaging.
- Flexible working arrangements and healthy work/life balance
- Regular individual and peer supervision
- Working with a supportive, passionate and creative team

## Applications

Apply via e-mail including the following documents to Josie Kelly, Operations Manager [recruit@humannature.org.au](mailto:recruit@humannature.org.au) with the subject line: **Application – Adventure Therapist**

- A current resume/CV.
- A cover letter outlining your qualifications and experience and addressing how you meet the selection criteria. *This is essential – applications without a cover letter will not be considered.*

Applicants are encouraged to submit their resume and cover letter as soon as possible to be considered.