

Position Description

Position:	Tumbelin Manager	Reports To:	Senior Manager, Adventure Pathways
Programme:	Tumbelin Farm	Location:	Macclesfield
Award:	SCHADS	Classification:	7

Job Purpose

The **Tumbelin Manager** plays a key leadership role in achieving Baptist Care SA, Adventure Pathway's purpose of:

Helping people to connect with themselves, others, God, and the natural world through outdoor experiences.

Adventure pathways delivers a range of adventure-based programs including Mylor Adventure Camp, Wirraway Homestead and Adventure Services (off-site camping and adventure activities) as well as the Tumbelin programs. Some faith-based programming occurs across the camping activities.

The **Tumbelin Manager** leads a dynamic multi-disciplinary team to deliver the Tumbelin Farm youth residential Alcohol and Other Drug (AOD) rehabilitation program and the Tumbelin Outreach Program, an AOD early intervention school-based adventure therapy program.

Tumbelin Farm

Tumbelin Farm is a voluntary, trauma-informed, holistic, live-in AOD rehabilitation program which provides up to 12-months support for young people aged 16-21 years. 'Tumbelin' is a Ngarrindjeri word which means 'awaken and live' – a word which perfectly captures the nature of the journey that a Tumbelin Farm client undertakes.

The Tumbelin Farm program is based upon a restorative practice approach and provides a unique opportunity for young people to step away from their situation and begin a journey of recovery in a safe and supportive community setting.

The Tumbelin Farm program is delivered in a relaxed, rural setting where participants can reconnect with nature and focus on re-building and establishing relationships built on trust, fostering self-confidence and resilience. There are four key elements to the Tumbelin Farm Program:

- Farm Life
- Home Life
- Adventure Life
- Learning Life

The role is based at Tumbelin Farm, which is situated on a beautiful 80-acre rural property in the Mt Lofty Ranges, at Macclesfield, SA,

Tumbelin Outreach

Tumbelin Outreach is an AOD early intervention program working with young people aged 13-18 within an adventure therapy framework. Case Managers delivering the Tumbelin Outreach program work with clients within a school or headspace environment across 3 South Australian regions:

- Limestone Coast
- Riverland, Mallee Coorong, and
- Barossa Hill Fleurieu

You will have a strategic focus taking overall responsibility for the Tumbelin Farm and Tumbelin Outreach programs, ensuring that they achieve positive client outcomes in line with the objectives of the program and meet program KPIs (Key Performance Indicators).

In the process you will be guiding the implementation of Baptist Care SA's *Tapa Marnirni-apintheta* Practice Framework in your programs. The core theories and methods that guide our practice in this framework are centred on the importance of people.

Our practice is built around relationships, being holistic and client-centred, building on people's strengths, working in culturally responsive ways, recognising the impact of previous trauma, and seeing family, friends, community, and other agencies as all having a role to play in providing help and support.



Responsibilities and Accountabilities

1. Tumbelin Farm

- Oversee the effective delivery of the Tumbelin Farm adventure therapy residential AOD rehabilitation program in the Adelaide Hills.
- Manage a multi-disciplinary team which currently includes:
 - Client Case Coordinator
 - AOD Counsellor
 - Adventure Therapy Practitioner
 - Farm Supervisor
 - House Parents
- Effectively utilise resources towards the achievement of measurable treatment outcomes - our hopes for every client leaving the Farm - including:
 - A safe place to live (stable housing)
 - Something purposeful and meaningful to do (on the path of education, training & employment)
 - Safe people to do life with (a community of support)
 - Independent living skills (being 'life ready')
 - Relapse prevention & recovery plan (a strengths-based plan to help them stay on track or get back on track when they are struggling with AOD)
- Ensure that the structured activities of the Farm support the above therapeutic treatment outcomes.
- Lead an evidence-based and data-driven approach, including the monitoring and evaluation of client outcomes for both reporting and continuous improvement, whilst remaining client centred.
- Monitor the client intake and assessment process to ensure that clients are suitable for the Tumbelin Farm program and that we can meet the needs of all incoming clients.
- Develop micro enterprise activities that utilise the productive capacity of the Tumbelin Farm property and support positive client outcomes.
- Baptist Care SA seeks the incumbent to be a good steward of the land with which we have been entrusted, applying active land management using regenerative agricultural principles.

2. Tumbelin Outreach

- Oversee the effective delivery of the Tumbelin Outreach adventure therapy program/s across the state.
- Drive a plan to establish sustainable funding for Tumbelin Outreach, including supporting the writing of grants and tenders as appropriate.
- Seek to develop new opportunities to provide the Tumbelin Outreach program to at-risk youth in SA, with a priority to expand into the Adelaide metro area.

3. Team Leadership

- Uphold the Christian ethos and values of Baptist Care and foster a team culture in which these values are lived out.
- Uphold practice leadership and develop the capacity of the Tumbelin team/s to deliver high quality programs which achieve positive therapeutic outcomes with clients through quality supervision.
- Implement restorative practice principles within a culture of 'high expectation with high support.'
- Lead and manage Tumbelin Outreach and Tumbelin Farm team members to achieve the objectives and KPIs of their programs.
- Support the development of leaders within the Adventure Pathways department
- Champion the value of adventure therapy at every opportunity.

4. Program Quality and Standards

- Champion the implementation of Baptist Care SA's *Tapa marnirni-apintheta Practice Framework* across all programs, fostering a strong culture of reflection on practice among the team.
- Apply design thinking to program design, ensuring that Tumbelin programs have a strong underpinning program logic that aligns with the desired therapeutic outcomes.
- Pursue the continuous improvement of the capability and credentials of the Tumbelin team/s, ensuring that all team members have the required level of training and expertise for the programs and activities they are tasked to lead.
- Network with Drug & Alcohol Services of SA (DASSA), our peak body South Australian Network of Drug & Alcohol Services (SANDAS), and other AOD service providers to ensure that Tumbelin has strong client referral networks and is well regarded in the sector.
- Ensure that adventure activities and the Farm program are facilitated according to Adventure Pathways work directives (in line with Australian Adventure Activity Standards where relevant).

5. Financial Management, Contract Management and Sustainability

- Deliver programs and services within budget
- Establish a long-term sustainable business model for Tumbelin Farm beyond the current 2-year contract, which includes activating volunteers, donors, philanthropic support, and micro-enterprise – a coalition of people who care about the kind of young people we have at the Farm – alongside the current government funding.

- Ensure that Tumbelin Farm micro-enterprises are financially viable and an effective use of resources
- Support all areas of funding contract management, including the development of progress reports, acquittals, and reporting against contract KPIs.
- Contribute to departmental end of month reporting and other relevant reports as required.

6. Work Health and Safety (WHS)

- According to the WHS Act 2012, Line Managers are responsible for the implementation of WHS in their area of control, including to:
 - Support, encourage and enforce the application of WHS by their employees and volunteers.
 - Ensure that all relevant WHS policies, procedures and systems are implemented.
 - Ensure that all hazards are identified and controlled as far as is reasonably practicable and that the control measures are monitored and reviewed.
 - Provide employees and volunteers with adequate information, instruction, training, and supervision to maintain their health, safety, and welfare.
 - Ensure employees are consulted regarding changes to the workplace or work practices that may affect their health, safety, or welfare

7. Quality Improvement

- Participate in organisational communication and development systems such as web discussion group, staff meetings, planning and review days and quality assurance programs.
- Work with other team members to improve service outcomes for clients and employees by effective complaint management, stakeholder feedback and responses to service audit processes.

8. Know and apply Baptist Care SA policies and procedures

- Demonstrate alignment to the Baptist Care SA mission and values, including the strategic plan.
- Model and foster behaviours aligned with the Code of Conduct.
- Evidence of harmonious working relationships with Baptist Care SA employees, volunteers, and other stakeholders.
- Manage risk and ensure compliance with Workplace Health Safety to the highest standards.
- Demonstrated alignment to Child Wise Accreditation to provide and ensure a safe and nurturing environment for all clients of Baptist Care SA.

Essential Qualifications, Experience, Competencies:

Qualifications

- Tertiary qualifications in the field of Social Work, Health, Mental Health, or Counselling (preferably with an AOD speciality), or equivalent experience.

Experience

- A strong track record of leading teams to deliver therapeutic programs which achieve excellent client outcomes, with 5 years+ management experience.
- Highly experienced in program design and delivery.

Competencies (Knowledge, skills, and behaviours):

- A deep understanding of complex client needs and behaviours, including the comorbid nature of AOD addiction, mental health, and trauma.
- Strong people management skills applying restorative practice principles.
- A comprehensive knowledge of adventure-based/experiential learning principles and the practical requirements of outdoor leadership.
- Contemporary knowledge of theories of change and their application/s to supporting young people to make meaningful change in their own lives.
- Energetic and creative team builder, with an ability to relate effectively with clients and stakeholders, and an endless curiosity for understanding what makes people tick.

Specific employment requirements

- A valid full South Australia driver's licence (C Class)
- A valid DHS (Department of Human Services) Working with Children Check
- Training – Apply First Aid (minimum HLTAID0011)
- Training – Safe Environments for Children and Young People
- Ability to work outside of normal office hours will be required
- Travel within South Australia would be required

Desirable attributes

- Aboriginal and Torres Strait Islander candidates are strongly encouraged to apply
- Knowledge and experience of regenerative agriculture a plus

MONITORING, EVALUATION AND REVIEW

Status:	Approved	Control:	People & Culture
Approved by:	Tobin Hanna	Version:	2.0
Effective Date:	10/06/2022	Review Date:	10/6/2023
Reference No.		Prepared Date:	
Cost Centre:	BLJXY		