



IMMERSION LEADER INFORMATION PACK 2023



What is Red Earth?

Red Earth is a social enterprise dedicated to connecting young people with remote Indigenous Australia through cultural immersion programs.

This is achieved by establishing strong, enduring partnerships with Traditional Owners and similarly robust relationships with schools, colleges, and institutions.

Red Earth's expertise lies in bringing together these two parties to facilitate an authentic experience.

Red Earth strongly believes that these shared experiences play a part in our collective and constant drive towards reconciliation.

Our immersions take place in four distinct regions:

- Cape York,
- Arnhem Land and the Top End,
- Central Australia, and
- Lake Mungo.

Not only are we taking steps to prepare the leaders of tomorrow, but we are doing what we can to make remote Indigenous communities and homelands more sustainable by providing economic opportunity and training to those who live there.



What does a Red Earth immersion look like?

Our immersions are not your average outdoor education or recreation experience.

Immersion Leaders will arrive in the region 2-3 days ahead of the group to prepare for the experience and remain in the area after the group's departure for 1 day to close out any final tasks.

Groups typically spend 9-10 days in a region, camping out at two homeland locations for most of this time. They will spend their days participating in cultural activities, language lessons, artefact making, bush walks, swimming, visiting sacred sites and spending time with the Traditional Owners of the land.

Occasionally, the group will be involved in a 'hands on' small-scale project, designed and implemented consultatively between Red Earth and the hosting community or family.

Other groups will add to larger scale 'hands off' projects, whereby students and schools can contribute financially to the longer-term

goals of Traditional Owners and their families, furthering our mission of localised employment and sustainable livelihoods.

The homelands and areas Red Earth groups visit are remote, so each itinerary will typically include a couple of longer travel days, at the start and end of the immersion.

The immersion might also see the group interacting with local groups or services, such as health clinics, schools, youth workers and art centres. This helps to further develop an appreciation and understanding of what life is like from a variety of perspectives for a remote Indigenous community.

Each itinerary will also feature an element of tourism – this could be a day tour out to the Great Barrier Reef, an Indigenous artist led walk around Uluru, or a visit to the national parks outside Arnhem Land.

Every immersion is unique and dynamic, faces its own challenges and is full of beautiful moments.



Who is involved in an immersion?

To set up our programs for success, Red Earth believes in a shared responsibility model that incorporates all key stakeholders.

A Red Earth Leader and Assistant will always work together to facilitate an immersion program. They will be the face of the immersion for the participants, Traditional Owners, and suppliers.

Each region has its own field support, which scales up and down depending on the number of groups presently on the ground. This includes bus drivers, asset managers, food runners and transport support, all overseen by a dedicated operations and program team.

Schools are required to provide a minimum of 2 travelling teachers per group, to take

charge of pastoral care, behaviour management and other key duties.

Each immersion will include 18+ students, typically aged between 15-17 years old. These students will also be actively involved throughout the immersion, in group leadership, cooking, cleaning and tasks around camp in their 'duty groups' – because many hands make light work!

Though the groups that participate in our immersion programs are predominantly high school students, we do sometimes work with primary schools, corporate bodies, and professional development groups.

Stepping further back, Red Earth has an in-house 24-hour On Call roster, readily supporting all groups throughout their immersions.



What requirements are there to be an Immersion Leader?

Red Earth is proud of the diverse background and experience within our Leader family and considers this an exceptional strength of our organisation.

Our Leaders must meet the following conditions:

- 21 years or older by 1 April 2023.
- Eligible to secure a relevant Working with Children Check.
- Certificate IV in Outdoor Recreation (or equivalent/higher qualification).
- 2+ years' experience working in the outdoor, education or guiding industries.
- Remote First Aid Certificate, inc Provide CPR (or higher).
- Basic Water Rescue Qualification (or higher).

- Full manual driver's license.
- Comfortable driving on unsealed roads and in a remote environment.
- Fully vaccinated for COVID-19 (if eligible).

It is desirable but not essential that applicants have the following experience:

- Work with 4WDs and trailers.
- Work in a team environment with schools, teachers and students.
- Relevant remote travel (domestic and/or international).
- Coaching/counselling, group facilitation or guiding of young people.
- Work or lived-experience within Indigenous communities and overall interest in contemporary Indigenous affairs.



What makes a great Red Earth Leader?

Our Leaders go well beyond technical certification or minimum requirements, to deliver something truly impactful.

What we have seen in common amongst our best Leaders are some select traits:

Lead by example

A positive role model who holds themselves accountable.

Great communicator

Able to relate to and engage with all types of people.

Problem solver

Calm under pressure, can plan ahead and thinks on their feet.

Attention to detail

Retains information and sees the big picture.

Adaptable

Immersion is changeable environments.

Team focused

Encourages, empowers and engages with their group.

Reliable and self-aware

Works with integrity and reflects on their performance.

Sense of adventure and fun

These are unique, transformative experiences after all!



What will you be doing as a Leader with Red Earth?

As the face of the immersion experience for the Traditional Owners, teachers and students, some of a Leader's responsibilities include:

- Liaising with Traditional Owners to organise activities during the immersion.
- Ensuring all activity equipment is present, so the sessions run seamlessly.
- Providing first aid and emergency support for the group.
- Overseeing group logistics, such as catering and transportation.
- Organising and managing camping equipment.
- Collaborating with teachers to deliver an immersion suited to the client group.
- Facilitating reflective learning within the group.
- Upholding Red Earth policies, managing risk and communications.

Most importantly, as an Immersion Leader, you will be the bridge between the group and Traditional Owners.

You will work with the broader Red Earth team to facilitate an overall safe, well-organised, meaningful, and authentic experience.

Put simply: our staff are the front line in delivering the vision of Red Earth. Without great staff, we cannot do what we do.



What will you get out of your experience?

A Red Earth immersion is a tremendously rewarding experience for all involved. We appreciate the pivotal role that our Leaders play and consider our immersions ideally suited to professional group leaders, outdoor educators, guides and facilitators wanting to combine many elements of their previous and current work.

You will play a part in introducing our youngest citizens and future leaders to life in remote Indigenous communities, challenging their perceptions and

empowering them to find their voice in a growing chorus of reconciliation.

You will have the opportunity to get to know Traditional Owners in their own backyard, and hear from them first-hand about their culture, history, challenges and the importance of living on their ancestral land.

Red Earth covers your on-immersion costs, as well as certain expenses pertaining to your related commitments. Below is the pay scale for Leaders, which will come into effect in 2023:

Role	Pay rate (per day)	For example: 13-day program
Internal Training Event	\$250	n/a
Leader in Training (Paid Assistant)	\$250	\$3,250
Leader Level 1	\$340	\$4,420
Leader Level 2	\$365	\$4,745
Leader Level 3	\$375	\$4,875
Leader Level 4	\$400	\$5,200
Leader Level 5	\$470	\$6,110

Red Earth has a strong organisational focus on feedback and development. We want to work with people who are motivated, passionate, and willing to grow as we do.

So whether you are looking to challenge your abilities as a group leader in an exciting multi-day setting, or are a career outdoor educator seeking work that aligns with your values, Red Earth wants to hear from you!



How are Leaders selected and prepared for their immersion?

Step 1: Apply!

To apply for a Leader position with Red Earth in 2023, please complete the following:

Team Application Form

<https://forms.office.com/r/gFFGdZ6agi>

The form will take about 20 minutes to complete, ask you questions that speak to your personal and professional experience, and that you upload a recent CV.

Step 2: Group interviews

Red Earth will be inviting selected applicants to attend a group interview in Sydney, Melbourne or Brisbane:

2023 Immersion Leader Group Interviews	
Where	When
Sydney	Saturday 29 October 2022
Brisbane	Saturday 5 November 2022
Melbourne	Saturday 12 November 2022

Step 3: Onboarding and preparation

Welcome to the family! If successful, new Leaders will be onboarded and offered their immersion program dates quickly, allowing staff to head into 2023 aware of their Red Earth commitments.

Leaders will initially be allocated to work and build up their understanding of our immersion programs in one region.

In your first year as a Red Earth Leader, you will ideally travel on 2-3 immersions.

First immersion

New team members will first travel as a Leader in Training – this opportunity to build a local understanding of our operations, meet and bond with Traditional Owners and collaborate with an experienced Leader is a proven step towards success for our staff.

Second and third immersions

You will ideally revisit the same homelands as your first immersion, to deepen your connections with Traditional Owners, their Country and Red Earth systems.

Step 4: Training

Red Earth runs **compulsory 3-day internal training** events for our staff. You will be paid our training rate to attend this event and flights (if required), catering and accommodation will be arranged and covered by Red Earth.

These training events take place in Sydney and are run by our regional teams.

2023 Immersion Leader Training Events		
Region	Where	When
Cape York	Sydney	Fri 17 to Sun 19 Feb 2023
Central Australia & Lake Mungo	Sydney	Fri 3 to Sun 5 March 2023
Top End & Arnhem Land	Sydney	Fri 24 to Sun 26 March 2023

All events will be compliant with any COVID restrictions or health orders at the time.

As required, Red Earth will also arrange and cover the cost of a single-day 4WD training course, to ensure a baseline of abilities in offroad environments for our leaders.

As required, Red Earth will also reimburse the cost of any Working With Children Checks (WWCC) required to work in the relevant jurisdictions.



Immersion dates in 2023

Most Red Earth immersions take place during the school holiday periods, in the winter (June-July) and spring (September-October) breaks.

New Leaders can expect to train on our first wave of immersions, from April onwards.

Looking ahead

Below is a timeline of events, to give you an idea of the steps between applying for a Leader position, and heading off on your immersion.

When	What
August 2022	2023 applications for Immersion Leaders open
Mid October 2022	Close of 2023 Leader applications
Late Oct/Early Nov 2022	Selected applicants attend group interviews
Late November 2022	Successful applicants notified
17-19 Feb 2023 3-5 March 2023 24-26 March 2023	Training Events with Red Earth (Sydney) <i>Leaders attend one of these events depending on their allocated region</i>
April 2023	First immersions commence

Assistants

If you are missing some of our Leader requirements, you might like to consider applying as an Immersion Assistant. It is an identical application process.

Assistant roles are unpaid. All related travel costs (e.g. flights, food, accommodation) and expenses are reimbursed by Red Earth. Whilst this is a great step towards becoming a Leader, it is not a guarantee of future work. You would then be welcome to apply in future Immersion Leader intakes.

If you are unsure, we encourage you to apply for a Leader position. We will provide feedback on the suitability of all applicants.

