



Chaplain Role

Alta1 is an independent, co-educational CoRE (Curriculum and Re-engagement in Education) school supporting students in Years 7–12. We are a Christian organisation, grounded in compassion and care, working alongside young people and families from all backgrounds.

We support students who have experienced challenges engaging with mainstream education, including mental health, neurodivergence, trauma, or disrupted learning. Using a strength-based, trauma-informed approach, we provide personalised, wrap-around support that helps young people rebuild confidence, reconnect with learning, and discover their pathway to purpose.

Connection and belonging sit at the heart of everything we do. Students learn best when they feel safe, seen, and believed in, and our school environments are intentionally designed to foster trust, wellbeing, and growth.

We're pleased you've chosen to join Alta1 and look forward to working alongside you as we reimagine education and support young people to move forward with confidence.



Playing to your strengths

In this highly relational role, you will be a person of safety to students and families in varying stages of recovery. You will model the behaviours of a safe person and continuously be the advocate for the student, actively identifying unmet needs, providing sage guidance and advice, practical help and coping strategies.

Your deep spiritual maturity and awareness will guide your conversations with families, students and campus staff as you work together to cultivate a culture of care and acceptance. You can look beyond the external expressions of frustration and anger to see the person inside, facilitating healing conversations. You take your duty of care Seriously.

Your words and actions build a bridge of trust between you, your students, their families, your campus staff and your community of external agencies, church partners and support staff. You can be relied on to do what you say you will do. Your presence is calming, you can assist with mediation between students, families and staff. You bring conflict negotiation and deescalation strategies to tense situations and manage them to restorative conclusions.

The Alta-1 campus will thrive under your spiritual guidance. You will provide spiritual care, be available to pray with teachers, staff and where appropriate students, cultivate unity between all parties and offer your time and attention where needed.

As the primary connection between church partners and the College, you know how best to direct resources to meet needs. You nurture relationships with external agencies and support teams and continuously build the network to best support your student's needs.



Here's what you're responsible for

You can expect each day to bring new challenges and opportunities. Your focus is on building trust with the students and their families and prayerfully supporting them on their recovery journey. This will include activities such as:

Student Engagement

- Building positive relationships with students and their families and keeping open lines of communication between all parties.
- Working with teachers, campus staff, support staff and external services to provide the most beneficial support for the students and their families.
- Facilitating a high level of student engagement and following up on instances where students seem disengaged.
- Managing group dynamics.
- Conducting timely suicide risk assessments.
- Facilitating formal parent engagements such as afternoon teas.
- Actively refer students to additional support services

Student Recovery

- Consistently and visibly demonstrate what a safe person is.
- Always modelling positive behaviors and attitudes.
- Working safely and effectively alone in challenging situations such as home visits and excursions.
- Being willing to see past the exterior behaviors to the person inside and facilitate positive conversations that lead to personal growth and Recovery.
- Mentoring and encouraging students to see their own worth, find healing, purpose and a sense of Belonging.
- Having open and honest conversations with student and their families that address all aspects of recovery.
- Supporting and caring for student with varying beliefs and values.
- Negotiating and managing crisis situations with students and parents.
- Helping to teach and support self-regulation and helping students to de-escalate when necessary.



Pastoral Support

- A strong and growing personal relationship with Christ.
- When appropriate prayerful support of students and staff to facilitate learning and growing together in God.
- Taking the time to actively listen and be present.
- Being available, when requested, to thoughtfully discuss questions of faith with students and their families.
- Leading devotionals and prayer when required.

Networking

- Growing healthy and connected relationships with church partners, community police, external services, agencies and other support services.
- Referring students to crisis accommodation when necessary.
- Working with church community partner to foster further engagement opportunities.
- Working closely with CAMHS (Child and Adolescent Mental Health Services) and other mental health support agencies.
- Establishing strong networks in the region for referrals and practical support for students and families.
- Care for and support the effective integration of volunteers into the life of the program

Supporting Culture

- Building, maintaining and supporting community with students and teachers through daily check-ins, devotionals, question time and classroom support.
- Encouraging students through creative play, consistent presence and calm acceptance

Extra curricula activities as and when required.

Administration

- Advocate and uphold College values and behaviors.
- Follow College procedures relating to disclosures of abuse.
- Timely and accurate reporting of attendance and other student specific notes uploaded to SEQTA.



- Helping in preparing Documented Plans.
- Planning and facilitating excursions including the submission of mandatory paperwork.
- OHS checks for home visits.
- Mental and physical health first aider.
- Completion of risk assessments.
- Supporting campuses other than your assigned one.
- Other administrative tasks such as duty rosters, emails, phone calls etc. as required.

You will know you're successful when

- Student needs - physical, emotional, spiritual and mental - are being accurately identified and effectively met.
- Students are showing signs of growing and progressing on their journey of recovery and transformation.
- There is a high level of positive student engagement and conflicts and escalations are managed to successful outcomes.
- Students, parents and families trust you and turn to you for advice and support.
- You and your campus team are growing in your relationship with God under your guidance and care.
- You are building positive, growing relationships with external services and church partners.

Your opportunities to grow

At Alta-1 we believe in cultivating a work environment that encourages personal and professional growth. We want to see our staff and students thrive through:

- Mandatory Professional development activities.
- Professional development activities arranged by self, according to interest and professional improvement, as negotiated with Regional Principal or the Director of Community.