

Campus Therapeutic Specialist



Alta1 is an independent, co-educational CaRE school supporting students in Years 7–12. As a Christian organisation grounded in compassion and care, we work alongside young people and families from all backgrounds.

We support students who have experienced challenges engaging with mainstream education, using a strength-based, trauma-informed approach that prioritises safety, belonging, and wellbeing. Through personalised, wrap-around support, we help young people rebuild confidence, reconnect with learning, and find their pathway to purpose.

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

You are a highly relational person who can work with young people with complex needs in a flexible and fluid environment. Working with multi-disciplinary team members, you provide staff with strategies that best suit the students' needs.

An optimistic and resilient person, you continue to provide a wraparound approach to encourage student engagement and growth. You have a large capacity for supporting young people as they learn to grow and navigate challenges associated with neurodiversity, mental health, and complex psychosocial issues. You are nonjudgmental and inclusive in word and in action. A great communicator with the patience to work with students as they wrestle with difficult concepts and situations. Seeing a student have a "light bulb" moment is a joy for you.

You take a trauma informed holistic approach to student care and are part of a team of professionals all working to achieve the best for the students. You need to have patience in navigating this complex system where information about student diagnoses and support strategies will be shared amongst team members with sensitivity and confidentiality. You can be trusted – students, parents and staff feel safe confiding in you.

You empower others in identifying areas of need and providing insight into how to address those needs in a classroom environment. You enjoy engagement and are comfortable with collaboration. Flexibility and being able to adjust your approach in the moment will help you to succeed in this role.

Here's what you're responsible for

You will support the implementation of the Stronger Systems Model and be an advocate for trauma-informed and therapeutic practice on campus. As a member of the campus multidisciplinary team, you will use your clinical skills to empower staff and provide a range of supports to students in a challenging environment.

Your role will include but may not be limited to, activities such as:

Student Wrap Around

- Create opportunities to build healthy and safe relationships with students, such as participating in activities, creating conversations and attending excursions.
- Monitor the wellbeing and progress of every student on campus through the Stronger System case management approach and psychosocial assessments.
- Support ongoing triage and prioritisation of student needs to ensure they receive appropriate care, including check-ins, counselling, group work, and referral for assessment and/or intervention.
- Provide risk assessment, safety planning and crisis intervention.
- Collaborate with campus staff, Clinical Lead, Regional Principal, external services, and/or young people and their parents to develop individualised student wellbeing plans.

Here's what you're responsible for



- Facilitate meetings with students, parents and/or staff in collaboration with the campus Teacher, such as Return to School Meetings.
- Monitor individual and group student dynamics on campus and provide advice to staff regarding classroom strategies and adjustments to support student safety and engagement.

Student Liaison and Compliance

- Monitor and record student progress via SEQTA.
- Obtain informed consent from students and parents to engage in counselling and/or assessment.
- Maintain student confidentiality as per Alta-1 policy and professional association guidelines. Exceptions include NSSI, suicidal ideation or intent, imminent risk to others, and reporting requirements as per legislation.
- Maintain accurate student case notes using Office 365.
- Follow policies and procedures regarding risk management documentation and communication with staff and parents.
- Compile relevant documentation for student support and funding, including treatment letters, student profiles and adjustments to Documented Plans.

Therapeutic Champion

- Model and advocate for trauma informed practices, including safety, choice, collaboration and respect for diversity.
- Provide therapeutic insights to staff to improve campus functioning.
- Contribute to campus team planning and debriefing.
- Be available to support other campuses/staff as per the direction of the Clinical Lead.

Team Support

- Deliver therapeutic insights and wellbeing support to staff in partnership with the Chaplain, whose role focuses on providing pastoral care.
- Support campus team functioning and practice.
- Participate in campus prayer and devotions.
- Provide clinical supervision to allied health interns and/or other Therapeutic Specialists as per Alta-1 policy.

Administration

- Maintain regular communication with Clinical Lead.
- Attending staff and team meetings.
- Reading emails and attending to any requests received.
- Psychologists must maintain current registration with the Australian Health Practitioner Regulation Agency (AHPRA).
- Occupational Therapists must maintain current registration with AHPRA and mental health endorsement with Occupational Therapy Australia (OTA).



Here's what you're responsible for

- Counsellors and Social Workers must maintain eligibility for registration with a relevant professional association, such as the Australian Counselling Association (ACA), Psychotherapy and Counselling Federation of Australia (PACFA) or Australian Association of Social Workers (AASW).

Extra curricula activities as and when required.

You will know you're successful when

- You support the implementation of the Stronger Systems Model with staff and students.
- The wellbeing of every student on campus is regularly monitored using a case management approach.
- You prioritise your time to maximise effective support for students.
- You model and encourage trauma-informed practices, including healthy relationships, boundaries and role clarity.
- Students feel safe and develop the confidence to be themselves and share their vulnerabilities with you.
- Students are developing a growth mindset, learning from every experience and moving forward in their resilience and autonomy.
- Crisis interventions are handled with care and empathy.
- Staff feel safe to discuss professional and personal difficulties with you.

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.
- Regular individual and peer clinical supervision.
- Professional development activities arranged by self, according to interest and professional improvement, as negotiated with Regional Principal or Therapeutic Support Manager.