

Counsellor



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 suits the student's 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 dealing with mental health issues in teenagers. You are nonjudgmental and inclusive in word and inaction. A great communicator with the patience to sit with a student 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 dealing with student care. You 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 the student’s diagnosis and recovery plan will need to 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

This is completely different to private practice. The environment is fluid and things change quickly. Students are often reticent and guarded. Adaptability is your superpower. Your focus is on building trust and rapport with your students. To develop a plan that works for the individual, you need to become someone they can feel safe with. You will do this by spending dedicated time with them, being consistent and persistent. Adapting your approach to each student’s needs, you will work collaboratively to support the student engaging. Your role will include but may not be limited to, activities such as:

Student Wrap Around

- Providing empathetic individualized therapeutic support to students.
- Assisting students with self-regulation. Checking student attendance.
- Case conceptualisation and planning.
- Developing safety plans in consultation with psychologist.
- Reading SEQTA notes and student assessments to fully understand the student’s situation.
- Assisting with compilation of student Documented Plans.
- Attending meetings with Regional Principal, staff and parents to develop individual wellbeing and educational plans for students including safety plans and individualized case management for classroom engagement.

Here's what you're responsible for



- Consulting with multi-disciplinary members of the student's support team to agree on diagnosis.
- Holding therapy intervention sessions with and without parents.
- Being a person of safety that students can rely on.
- Responding to student text messages as appropriate.
- Supporting the students emotional and social wellbeing.
- Conducting and attending risk assessments and responding to crisis situations.
- Impromptu counselling with students who are not on your referral list.

Student Liaison and Compliance

- Liaising with external services and professionals to follow up on student paperwork necessary for diagnosis.
- Conducting risk and other assessment meetings with and without parents.
- Writing up assessment / case notes.
- Uploading notes and documentation to SEQTA and O365.
- Compiling treatment letters for funding.
- Risk management and crisis response.
- Compiling student management and safety Plans.

Therapeutic Champion

- Building up and empowering students and staff.
- Providing therapeutic insights to educational staff.
- Providing and receiving peer supervision.
- Debriefing daily with the staff.
- Being available to other campuses when required.
- Sharing ideas for classroom improvement with staff.

Team Support

- Helping staff through difficult decisions or problems both professionally and personally.
- Participate in campus prayer and devotions.
- Occasionally supervising counselling students.

Administration

- Attending staff and team meetings.
- Reading emails and attending to any requests received.

Extra curricula activities as and when required.

You will know you're successful when



- Students are engaging with therapy on a regular basis.
- You are receiving positive feedback from students on how your support has helped them make better decisions.
- Students are developing a growth mindset, learning from every experience and moving forward in their recovery.
- Your assessments and observations are assisting the team to create best outcomes for student.
- Students feel safe to be vulnerable with you, they talk to you and engage in humorous exchanges with you.
- Crisis interventions are handled with care and empathy.
- Staff feel safe to discuss professional and personal difficulties.

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 and Therapeutic Lead.