



**REGIONAL ASSISTANT
(BUS DRIVER)
INFORMATION PACK 2026**



What is Red Earth?

Red Earth is a social enterprise dedicated to connecting people with First Nations 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 on 6 distinct regions:

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

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



What does a Red Earth immersion look like?

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

Groups will spend up to 10 days in a region, camping out at 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, a First Nations 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, such as Regional Assistants, which scales up and down depending on the number of groups presently on the ground, all overseen by a dedicated operations 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 a Regional Assistant (Bus Driver)?

Red Earth is proud of the diverse background and experience throughout our staff and considers this an exceptional strength of our organisation.

Our Bus Drivers **must** meet the following conditions:

- 21 years or older by 1 April 2026.
- Eligible to secure a relevant Working with Children Check.
- Legally able to work in Australia.

Our Bus Drivers **must** have the following qualifications:

- Full manual driver's license.
- Current heavy vehicle driver license (MR or higher).
- Driver authority/passenger carrying permit.
- First Aid and Provide CPR (or higher).

Our Bus Drivers **must** have the following experience:

- Driving for similar charters (regional/remote locations, overnight, basic accomm, camping with group).
- Work in tourism or service sector, with client groups or schools.
- Work with 4WDs and trailers.

Our Bus Drivers are:

- Safe and professional.
- Reliable and responsible.
- Friendly and positive.
- Proactive, team players.

It is desirable that our Bus Drivers have the following:

- Reasonable knowledge and understanding of vehicle mechanics.
- Comfortable using technology for communication, navigation and financial use in the field.
- Work in a team environment with schools, teachers or students.
- Work or lived experience within First Nations communities and overall interest in contemporary Aboriginal and Torres Strait Islander affairs.



What will you be doing as a Bus Driver with Red Earth?

Our Bus Drivers spend a considerable amount of time with our clients and can have a tremendous influence on a group's overall experience and well-being. To work effectively in their role, it is important to clearly define their core responsibilities.

These core responsibilities can be summarised in the following categories:

1. Conduct group transfers and provide immersion support.
2. Maintain and manage vehicles, equipment and assets.
3. Provide excellent client service and add value to the immersion experience.
4. Maintain positive community relations and engagement.

Regional Assistant (Bus Driver) responsibilities

1) Group transfers and immersion support

- Transfer groups safely between homelands, and for day activities in a safe and timely manner as per Red Earth's planning.
- Follow all road rules, fatigue management and driver responsibilities under relevant state laws and Red Earth operator accreditation.
- Understand and follow all points as outlined in the Red Earth driver training.
- Support other Red Earth staff and Leaders in decision-making and logistics, to best of their knowledge and ability.

2) Maintain and manage vehicles, equipment and assets

- Ensure Red Earth vehicle and cabin is kept clean, tidy, and comfortable for the client group.
- Perform regular checks and maintenance tasks on Red Earth vehicles, trailers and equipment, as requested by Red Earth.
- Report any vehicle issues or damage immediately to Red Earth.
- When packing out or into an operation base, ensure all equipment is accounted for, storage areas are neat and tidy, and that items are organised in the appropriate condition.
- Collect and replenish the immersion equipment and goods as required. For instance, replace damaged equipment, return surplus equipment to the shed, and so on.

3) Provide excellent client service and add value to the immersion experience.

Immersion Leaders and Assistants

- Problem solve where needed and report issues to the operations teams.
- Support the Leader and Assistant where required in the running of the immersion. For instance, help around mealtimes, shuttling groups, forward planning with the community and bookings, and so on.

Travelling teachers and adult clients

- Be professional and positive when engaged with travelling teachers or adult clients.
- Build rapport and encourage positive group dynamics.
- Report any concerns to the Immersion Leader or Red Earth.

Students and participants

- Be professional and positive when around students and participants.
- Report any concerns to the Immersion Leader or Red Earth.

4) Maintain positive community relations and engagement

- Build relationships, trust and understanding with community members.
- Contribute positively to activities and cultural sessions on the ground.
- Fulfil these duties in consultation with Immersion Leaders.

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 field staff play and consider our immersions ideally suited to those seeking value-aligned 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 arrangement for Regional Assistants (Bus Drivers):

Regional Assistant	Pay rate (per day)
Bus Driver	\$420

- Above rate is excluding superannuation (SCG).
- This role includes other in-field allowances, and further internal training requirements.

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.

