



IMMERSION ASSISTANT VOLUNTEER 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 also facilitates specialised adult group experiences, in some case connecting industry leaders, corporate teams and educators with communities, Elders and their families.

Red Earth's expertise lies in bringing together two parties and fostering an authentic connection based on culture, respect, and learning.

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

We run immersions and have community relationships in 6 distinct regions:

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

In addition, we are doing what we can to support First Nations communities and sustaining homelands 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.

Immersion Leaders will arrive in the region 1, 2 or 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.

Our school groups typically spend 7-9 days in a region, camping out at two homeland locations for most of this time. Adult group itineraries will range from 5-7 days in length,

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 for a First Nations community from a variety of perspectives.

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, 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 team.

When working with schools, we require a minimum of 2 travelling teachers per group, to take charge of pastoral care, behaviour

management and other key duties throughout the immersion.

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 from high schools, 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 volunteer Immersion Assistant?

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

Our volunteer Assistants must meet the following conditions:

- 21 years or older by 1 April 2026.
- Eligible to secure a relevant Working with Children Check.
- Senior First Aid and CPR certificate (at least).
- Full manual driver license.
- Comfortable driving on unsealed roads and in a remote environment.
- Be available to travel on an immersion in 2026.

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 First Nations communities and overall interest in contemporary Aboriginal and Torres Strait Islander affairs.



What makes a great Red Earth volunteer?

Our volunteers bring a variety of experiences and abilities to our immersions.

Whilst we acknowledge that the role of a volunteer does not demand the skills required of our Immersion Leaders, below are a list of skills and strengths shown by Assistants in the field:

Positive role model

A positive role model who holds themselves accountable and leads by example.

'Ready to help'

Someone who is approachable and ready to support their Leader and group.

Self-sufficient, responsible, and trustworthy

Because safety is very important to us.

Attention to detail

Retains information and sees the big picture.

Adaptable, resilient, and flexible

Immersions are changeable environments!

Team focused

Encourages, empowers and engages with their group.

Reliable and self-aware

Leave behind your ego, but pack an open-mind.

Sense of adventure and fun

These are unique, transformative experiences after all!



What will you be doing as a volunteer Assistant with Red Earth?

Red Earth Assistants play a supporting role in the overall immersion experience. They will travel on a Red Earth immersion, as a positive and active member of your group, aiding the Immersion Leader, and helping Traditional Owners and participants as needed.

You will be a part of all aspects of immersion life: staying on homelands with Traditional Owners, participating in cultural and spiritual activities, preparing meals, setting up and packing down camps, swimming in waterfalls and getting to know the locals by the campfire.

You will be expected to attend a Red Earth training weekend in 2026. **This training event will take place in Sydney, beginning in the morning on Saturday 10 May and ending late afternoon on Sunday 11 May.** Red Earth will book regional and interstate flights for attendees, as necessary, flying attendees into Sydney in the evening on Friday 9 May. Transport, food and accommodation are all covered by Red Earth.

Before travelling on an immersion, you will work with the staffing team at Red Earth, to ensure your onboarding is complete.

Once allocated to an immersion, you will be put in contact with members of the Red Earth team, who will support you throughout the pre-departure and bookings phase. Before your departure, you will attend an online meeting with your Immersion Leader and Red Earth Operations Manager/s to discuss the immersion's detail, logistics and group.

Red Earth wants to build a sustainable partnership with our volunteers. All things going to plan, you may be invited to return as a volunteer Assistant on additional immersions. This could provide you with an opportunity to visit different homelands, and possibly new regions.

Red Earth's vision extends beyond connecting groups from cities with Traditional Owners in remote First Nations Australia. Red Earth wants to see a wide variety of people, from all walks, experience life in the near and far reaches of Australia, spending valuable time in the company of Traditional Owners and cultural educators.

As such, Red Earth is committed to offering our immersion opportunities to paying participants, as well as to those with a few extra skills and relevant experience who would like to volunteer their time.



What will you get out of your experience?

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

You will get to visit some of Australia's most remote communities, with all expenses paid including flights.

You will play a part in connecting our youngest citizens, future leaders and current decision-makers with the contemporary narrative of First Nations Australians, and furthering our march towards reconciliation.

Except for first aid certification, Red Earth will provide you with the training and support required to undertake your immersion including:

- Obtaining relevant Working with Children Checks;
- Professional development and training on Red Earth policies and procedures;
- Training on how to safely drive a 4WD and work with trailers.

At the conclusion of your immersion, Red Earth will also provide you with a formal letter of reference to acknowledge your time volunteering with us, upon request.



How are volunteers selected and prepared for their immersion?

Step 1: Apply!

To apply for a volunteer position with Red Earth in 2024, 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 experience, and that you upload a recent CV.

Step 2: Group interviews

Red Earth will be inviting selected applicants to attend an online group interview.

2026 Immersion Staff Group Interviews	
Where	When
Sydney/Gadigal	Saturday 25 October 2025
Melbourne/Naarm	Saturday 1 November 2025
Sunshine Coast/Kubi Kubi	Saturday 8 November 2025

Step 3: Onboarding and preparation

Welcome to the team! If successful, new volunteers will be onboarded, offered their immersion program dates, and required to attend our training event in Sydney.

Whilst we do our best to see all Red Earth volunteers travel in the first 12 months of their application, this is not always achievable. In such cases, we will do what we can to find an immersion in the following calendar year.



Immersion dates in 2026

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

Volunteers can expect to be part of immersions from June/July onwards.

Looking ahead

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

When	What
August 2025	2025 applications for volunteer Immersion Assistants open
Mid October 2025	Close of 2026 volunteer Immersion Assistant applications
Late Oct/Early Nov 2025	Selected applicants attend group interviews
Late November 2025	Successful applicants notified
10-11 May 2026	Training event with Red Earth (Sydney) <ul style="list-style-type: none">• Flights (if required), airport transfer, accommodation and food are all covered by Red Earth.• All staff must submit required paperwork and qualifications before attending this event.
June 2026	Mid-year immersions commence

Leaders

If you believe you possess the relevant skills and experience beyond that of an Assistant and would be willing to commit additional time to Red Earth, you might like to consider applying as an Immersion Leader. It is an identical application process.

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

A final reminder this Assistant role is unpaid

All related travel costs (e.g. flights, food, accommodation) and expenses are covered or reimbursed by Red Earth. In some cases, this role is a great step towards becoming a Leader, though it is not a guarantee of future work. After your immersion experience as a volunteer, you would then be welcome to apply for future Immersion Leader intakes.