



REGIONAL ASSISTANT
(BUS DRIVER)
INFORMATION PACK
2027



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 adult group experiences, in some cases 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 have First Nations partnerships with homelands in 5 distinct regions:

- Cape York
- Arnhem Land and the Top End
- Central Australia
- The Hawkesbury
- Canberra

Most importantly, 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. Every immersion is unique and dynamic, faces its own challenges and is full of beautiful moments.

Immersion Leaders will travel to the region 1-2 days ahead of the group's arrival to prepare for the experience. They also stay up to 1 additional day after the group's departure to close out any final tasks.

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

Whilst camped at a homeland, groups will spend their days participating in cultural activities, language lessons, artefact making, bush walks, swimming, visiting sacred sites and sharing time with the Traditional Owners of the land.

Occasionally, our school groups 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 or Community Investments, 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 that Red Earth groups visit can be 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 our groups further develop an appreciation and understanding of daily life for Red Earth's partnership communities.

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, a visit to the national parks outside Arnhem Land or service-based learning, like working with Indigenous Rangers on conservation projects.



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,

student medications, 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 be actively involved in group leadership, cooking, cleaning and support 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 also work with primary schools, corporate bodies, and professional development groups.

In addition to the field support during the immersions, Red Earth has an in-house, 24-hour 'On-Call' system, 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 2027.
- 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 licence.
- Current heavy vehicle driver licence (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 Indigenous 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 the 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 operations base, ensure all equipment is accounted for and organised and that storage areas are left neat and tidy.
- 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 at 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	\$430

- 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.

How to apply to be a Regional Assistant in 2027

To apply for a Regional Assistant (Bus Driver) position with Red Earth in 2027, 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.

