



IMMERSION LEADER 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 an Immersion Leader?

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

Our Leaders must meet the following conditions:

- 21 years or older by 1 April 2027.
- Eligible to secure a relevant Working with Children Check.
- Certificate IV in Outdoor Recreation or Leadership (or equivalent/higher qualification).
- 2+ years' experience working in the outdoor, education or guiding industries (beyond your studies or training).
- Remote First Aid Certificate, inc Provide CPR (or higher).

- Basic Water Rescue Qualification (or higher).
- Full manual driver's license.
- Comfortable driving on unsealed roads and in remote environments.

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 Indigenous communities and overall interest in contemporary Indigenous affairs.



What makes a great Red Earth Leader?

Our Leaders go well beyond technical certification or minimum requirements, to deliver something truly impactful.

What we have seen in common amongst our best Leaders are some select traits:

Lead by example

A positive role model who holds themselves accountable.

Great communicator

Able to relate to and engage with all types of people.

Problem solver

Calm under pressure, can plan ahead and thinks on their feet.

Attention to detail

Retains information and sees the big picture.

Adaptable

Immersion is a changeable environment.

Team focused

Encourages, empowers and engages with their group.

Reliable and self-aware

Works with integrity and reflects on their performance.

Sense of adventure and fun

These are unique, transformative experiences after all!



What will you be doing as a Leader with Red Earth?

As the face of the immersion experience for Traditional Owners and our client group, some of a Leader's responsibilities include:

- Liaising with Traditional Owners to organise activities during the immersion.
- Ensuring all activity equipment is present, so the sessions run seamlessly.
- Providing first aid and emergency support for the group.
- Overseeing group logistics, such as catering and transportation.
- Organising and managing camping equipment.
- Collaborating with teachers to deliver an immersion suited to the client group.
- Facilitating reflective learning within the group.
- Upholding Red Earth policies, managing risk and communications.

Most importantly, as an Immersion Leader, you will be the bridge between the group and Traditional Owners, responsible for creating connections and engagement between students and teachers, and Traditional Owners or cultural educators.

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 Leaders play and consider our immersions ideally suited to professional group leaders, outdoor educators, guides and facilitators wanting to combine many elements of their previous and current work.

You will play a part in introducing our youngest citizens, future leaders, and present decision-makers to life in remote First Nations communities. You will open

minds, kindly challenging perceptions and empowering our participants to find their voice in a growing chorus of reconciliation.

You will have the opportunity to get to know Traditional Owners and cultural educators in their own backyard, and hear from them first-hand about their culture, history, challenges and the importance of staying connected to their ancestral land.

Red Earth covers your on-immersion costs, as well as certain expenses pertaining to your related commitments. Below is the pay scale for Leaders, through to 30 June 2027:

Role	Pay rate (per day)	For example: 10-day program
Leader in Training (Paid Assistant)	\$453.79	\$4,537.90
Leader Level 1 (1-4 leads)	\$541.95	\$5,419.50
Leader Level 2 (5-8 leads)	\$558.94	\$5,589.40
Leader Level 3 (9+ leads)	\$590.74	\$5,907.40

Wages are adjusted according to annual Award reviews.

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.

So whether you are looking to challenge your abilities as a group leader in an exciting multi-day setting or are an experienced outdoor educator seeking work that aligns with your values, Red Earth wants to hear from you!



How are Leaders selected and prepared for their immersion?

Step 1: Apply!

To apply for a Leader position with Red Earth in 2027, please complete the following:

Team Application Form
<https://forms.office.com/r/gFFGdZ6agi>

The form will take about 10-20 minutes to complete, ask you questions that speak to your personal and professional experience, and prompt you to share a recent CV.

Step 2: Group interviews

Red Earth will be inviting select applicants to attend an in-person group interview in Sydney, Sunshine Coast or Melbourne:

2027 Immersion Staff Group Interviews	
Where	When
Sydney/Gadigal	Saturday 31 October 2026
Sunshine Coast/Kubi Kubi	Saturday 7 November 2026
Melbourne/Naaarm	Saturday 14 November 2026

Step 3: Onboarding and preparation

Welcome to the team! If successful, new Leaders will be onboarded and offered their immersion program dates quickly, allowing staff to head into the new year aware of their Red Earth commitments.

Our Leaders are all uniquely brilliant, but we have developed a training approach that aims to set every team member up for success. It means that in your first year as a Red Earth Leader, you will ideally travel on up to 4 immersions. **What does this look like?**

First immersion

- You will work as a paid Immersion Assistant, in a Leader in Training role.
- You will be paired with and learn from an experienced Immersion Leader.
- Your first immersion will be an opportunity to put your training into practice, ask questions, support Traditional Owners and your client group.
- You will get to see how Red Earth operates in a remote setting.
- You will likely end this first immersion with knowledge gaps or a long list of questions, which is great!
- On your return, you will meet with the staffing team, to review your performance, debrief the experience and prepare you for the next steps.

Second immersion

- Again, you will work as a paid Immersion Assistant.
- You will be paired with a different experienced Immersion Leader.
- You may get the chance to visit new homelands, or even a new region.
- Working with your Leader, you will take on more responsibility in the day-to-day facilitation of the immersion – this is a great opportunity to practice specific skills and execute key tasks, with the encouragement and support of a mentor.
- At the end of this immersion, you will again debrief with the staffing team.

Third immersion and beyond

- You would be heading out to lead your first immersion!
- You will ideally revisit homelands previously visited on your first or second immersion, with an Immersion Assistant of your own.
- This will allow you to deepen your connections with Traditional Owners, their Country and Red Earth's regional systems.
- Red Earth will continue to debrief with Leaders after each program, so you can share your perspective, and receive feedback from Traditional Owners, Red Earth and the client.

Step 4: Training

Red Earth runs a **compulsory internal training weekend** for our staff. You will be paid our training rate to attend this event.

Flights from your nearest capital city (if required), catering and accommodation on site will be arranged and covered by Red Earth.

This training event takes place in Sydney and is run by our operations team.

2027 Immersion Leader Training Event		
Who	Where	When
New Immersion Leaders	Sydney	Fri 19 to Sun 21 Mar 2027

As required, Red Earth will also arrange and cover the cost of a single-day, 4WD training course, to ensure a baseline of abilities in offroad environments for our new leaders.

As required, Red Earth will also reimburse the cost of any Working With Children Checks (WWCC) required to work in the relevant jurisdictions.

Immersion dates in 2027

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

New Leaders can expect to train on our first wave of immersions, from April onwards.

Looking ahead

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

When	What
August 2026	2027 applications for Immersion Leaders open
Mid October 2026	Close of 2027 Leader applications
Late Oct/Early Nov 2026	Selected applicants attend group interviews
Late November 2026	Successful applicants notified
Fri 19–Sun 21 Mar 2027	Training event with Red Earth (Sydney) • <i>Flights (if required), airport transfer, accommodation and food are all covered by Red Earth.</i> • <i>All staff must submit required paperwork and qualifications before attending this event.</i>
February/March 2027	4WD Training Course (if required, with external training partners)
Late March/early April 2027	First immersions commence

Volunteer Assistants

If you are missing some of our Leader requirements, you might like to consider applying as a Volunteer Immersion Assistant. It is an identical application process.

Volunteer Assistant roles are unpaid. Related travel costs (e.g. flights, food, accommodation) and expenses are covered or reimbursed by Red Earth. Whilst this is a great step towards becoming a Leader, it is not a guarantee of future work. You would then be welcome to apply in future Immersion Leader intakes.

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

