

Position title:	Group Facilitator	Reports to:	Adventure Services Manager
Program / Department:	Adventure Services	Primary work location/s:	Adventure Camps & Off-site Expeditions
Direct reports:	NA	Key stakeholders:	Camp participants
Award:	Fitness Industry	Classification:	AP Remuneration Framework

Who we are

Baptist Care SA provides out of home care, disability care, youth education and employment, homelessness, and therapeutic support services. Established in 1913 we have a dedicated staff and volunteers who work tirelessly to help South Australians achieve their full potential. Baptist Care SA is committed to working with the State's most disadvantaged, championing local issues and connecting with people to provide transition pathways from adversity to opportunity.

Our values

<p>Integrity</p> <p>Ensuring personal and corporate transparency and the highest ethical standards.</p>	<p>Compassion</p> <p>Treating people and communities with empathy, dignity and fairness.</p>	<p>Empowerment</p> <p>Releasing individual strengths that promote personal and community transformation.</p>	<p>Innovation</p> <p>Fostering a culture of continuous improvement, staff engagement and improved client outcomes.</p>
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About the role

The Group Facilitator delivers adventure-based activities with groups of participants of Adventure Pathways programs, including camps, expeditions, and day programs.

Adventure Pathways programs aim to help people become 'more connected to themselves, others, God and the natural world', and this goal sits at the core of everything you will do as a Group facilitator.

Group Facilitators apply their outdoor leadership knowledge and training to deliver a range of adventure-based activities at Mylor Adventure Camp, Wirraway or in a multitude of off-site locations. High quality service delivery and a client centred approach is central to our practice framework.

This is a highly challenging and rewarding role that will enable you to grow and further develop leadership qualities and group facilitation skills. It is suited to applicants with a professional and energetic approach who have a passion for seeing others grow and become a healthier, more connected version of themselves through facilitating purposeful outdoor activities.

Role responsibilities

Adventure Activity & Group Facilitation

- Facilitate activities and provide supervision to program participants during adventure-based programs.
- Follow Adventure Pathways Safe Operating Procedures (SOPs) and relevant Work Directives in the facilitation of all activities.
- Effectively manage risks to ensure the safety of program participants and staff.
- Work collaboratively with other Group Facilitators to ensure a consistent high level of program is delivered.
- Display professionalism and courtesy in all interactions with clients and staff.
- Implement contingency plans where required to address issues which affect normal service delivery and operations.

Colleague Engagement

- Establish and sustain positive, healthy relationships with colleagues to ensure consistent delivery of Tumbelin program.
- Establish a professional development plan with the Program Coordinator and take opportunities to learn and grow professionally and meet/maintain essential individual and team qualification requirements.
- Actively participate in the consistent delivery of the Adventure Pathway activities.
- Actively participate in regular individual and group supervision, clinical supervision and reviews of individual and team performance and effectiveness in achieving client-centred outcomes.

Quality and continuous improvement

- You will contribute to the ongoing review and evaluation of service delivery to ensure the continuous improvement of our services, enhancement of our client wellbeing, independence, and choice.
- You will comply with relevant legislation.
- You will contribute to the review and continuous improvement of our internal systems for quality assurance, reporting and monitoring.
- You will ensure business and operational risks are identified and appropriately monitored and/or mitigated.

Work Health and Safety

Baptist Care SA is committed to the health, safety and wellbeing of our employees, volunteers, contractors, clients, and other people within our workplaces. As a Baptist Care SA team member, you must:

- Take reasonable care for your own and others' health and safety within the workplace
- Take reasonable care that your actions or omissions do not adversely affect the health and safety of yourself or others
- Cooperate with any reasonable directions, policies and/or procedures relating to health and safety in the workplace
- Report all injuries, illness, near misses or hazards as per Baptist Care SA's policies and procedures; and
- Participate in relevant health and safety training, and risk management initiatives based on position and responsibilities.

Know and apply Baptist Care SA policies and work directives

- You will align with the Baptist Care SA strategic intent and values, including the strategic plan.
- You will model and foster behaviours aligned with the Code of Conduct.
- You will work harmoniously with Baptist Care employees, volunteers, and other stakeholders.

About you

The qualifications you bring

- Cert III in Outdoor Recreation (or higher), or equivalent experience. Youth Work or related qualifications may also be considered with appropriate experience.
- Nationally recognised qualifications in e.g. canoeing, bush walking, rock-climbing, kayaking, mountain biking, high ropes facilitation/supervisor, swim instructing, water sports etc.

The competencies (knowledge, skills and behaviours) you bring

- Effective at engaging with participants and managing group dynamics.
- Working knowledge of outdoor industry risk management practices and standards, including the *Australian Adventure Activity Standards*.
- Demonstrated experience in networking and building sustainable relationships with colleagues, clients and stakeholders.
- Evidence of well-developed interpersonal skills both verbal and written.
- Effective, positive problem solving and conflict resolution skills.
- Demonstrated alignment to the vision, mission and values of Baptist Care SA.
- Previous experience facilitating adventure activities in a similar setting.

Other specific employment requirements

- Physically capable of undertaking strenuous outdoor activities
- A valid full South Australia driver's license (C Class)
- A current Apply First Aid Certificate
- Wilderness First Aid HLTAID005 (Off-site expeditions)
- National Police Clearance
- Evidence of current COVID 19 vaccinations including any booster requirements
- A valid Child-Related Employment Screening via Department of Human Services

- Child Safe Environments for Young People Certificate
- Ability to work outside of normal office hours
- Travel within South Australia

Desirable requirements

- Promote good relations and practices towards different minority groups that support equality, diversity and inclusion
- Previous experience in a faith based, community service environment
- Aboriginal and Torres Strait Islander peoples are encouraged to apply

Your confirmation of acceptance:

By signing below, I accept that I have read and understood this position description and that I agree I am able to undertake all aspects of this role.

Employee signature: _____ Date: _____

Employee name: _____

Monitoring, evaluation, and review

Status:	Approved	Control:	People and Culture
Approved by:	P&C Business Partner	Version:	1.0
Effective date:	1/06/2023	Review date:	1/06/2025