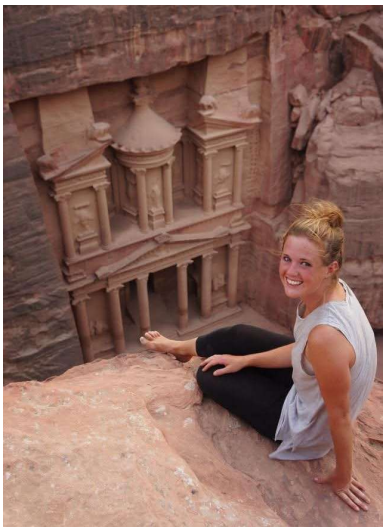
Bec Theobald—A great all-rounder



Petra, Jordan

adaptCARE welcomed Bec Theobald to the team as General Manager in September 2025. Over the last 18 years Bec has worked in a range of disability-related roles, ranging from support worker to operations manager, but it is where and how she has done this that makes her a great 'all-rounder'.

For starters, her first job was at a summer camp in America supporting children who the Americans described as having 'social and emotional disorders'. Bec loved it and went back to the same camp another three times, working as a counsellor, unit leader, and assisting the program director organising activities and managing staff. Bec is forever grateful at her good fortune in having the experience of working four camps over six years, and to the vocational counsellor at her school who had suggested the idea, saying: 'Bec you are shy, but you are from a family who love to travel, you should go and do this.'

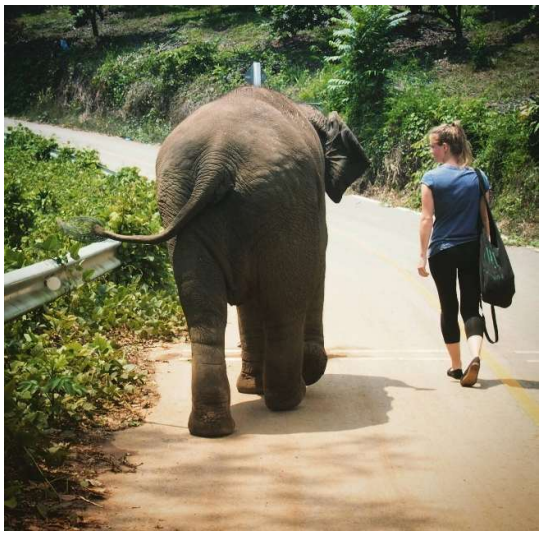
Magic on the Hill Summer Camp, U.S.A.

Trapezing in New York

Travel has been a big part of Bec's life, an interest and activity galvanised following her father's death from Motor Neurone Disease in 2012. After her dad was diagnosed with this horrible disease in March of that year, she, her twin sister Laura and their mother gathered to asked him what remained on his bucket list to do. He told them 'Nothing', and when he died in June, Bec came to fully appreciate and adopt his mantra of 'don't wait, just do it.'

Bec describes her next job as 'a ridiculous nanny job'. It started with her flying from her home in Melbourne to Sydney to collect a 13-year-old daughter of an American big-wig in New York real estate. The girl's father told Bec which hotel she could find his daughter in, put money in her bank account and said, 'We'll see you in a week.' This 'ridiculous' job gave her the opportunity to travel the world, as well as fund her independent overland treks in Africa and India, before she returned home to study Early Childhood teaching.

Safari in the Serengeti



Volunteering in Thailand

Uyuni Salt Flats, Bolivia

Hotel quarantine, Christmas Day, Melbourne

Her last extensive travel experience was living in England for four years, returning in 2020. However, trying to get home during the COVID-19 pandemic was no easy matter. Bec was booked on three cancelled flights before eventually securing a seat that got her home in December. She was one of nine passengers on the flight; all seated far apart from each other and instructed not to move. They had one stopover in Columbo in Sri Lanka where they were sprayed and padlocked into a room while waiting for their connecting flight to Melbourne. Eventually she arrived at Melbourne Airport to find it covered in plastic, before being transported to quarantine for two weeks at the Pan Pacific Hotel overlooking the casino, where she spent both her birthday and Christmas on her own. She remembers eating birthday cake in her hotel room and looking out the window across to a restaurant where her mum was sitting so they could wave at each other, so she did not feel so lonely and isolated.

Amidst all her globetrotting, when in Melbourne, Bec worked with a number of organisations providing in-home care support, holding a variety of roles - a support worker, rosterer, intake

officer and team leader. She has continued to add to her experience and skill set in the home care sector since relocating to Tasmania in 2021; a move she and her mother decided to make after her twin sister announced that she and her Tasmanian husband and children were leaving Alice Springs to settle there. Keeping the family close together is a shared objective, and it has turned out to be the right decision for all of them.

Bec looks to find her place and best self not only in her life, but also in her job. Getting the fit right is important she says, but other than staying true to core values, she has no preconceived notions of how that should look or how things should be, she will just know it when it is. Bec says she was attracted to the job at adaptCARE because of its core value in putting people first, not profit, and that it demonstrates a culture of being open to new ideas – in other words, living up to its name of adapting care as needed.

'For a new company adaptCARE already has a positive presence', says Bec, 'and I am looking to harness that and keep that going. However, as it is not fully structurally set up, I will be looking to improve things where and when needed.' 'But this is not about my ego,' she hastens to add. 'I am not coming to impose my stamp on the way things are done. I genuinely want to know what staff think and be instrumental in putting in place what brings out the best in everyone. My door will always be open for people to come and have a chat, and there will be lots of chocolates on offer.'

We think Bec's approachable and relatable style is a perfect fit for our adaptCARE family. We are proud of what we have put place in the three years we have operated. We have grown quickly and come a long way, but now we have a lot to consolidate and learn, and we look forward to getting Bec's fresh perspective and discovering new ways of doing things and new opportunities to show us what we haven't seen or thought of yet to enhance the wellbeing of our staff and participants.

In Launceston with niece and nephew

At home in Longford with fur babies, Pebbles, Rocky & Alfie