

YOUNG LEADERS PROGRAM

2023 — 2024

RECRUITMENT PACK



YOUNG LEADERS PROGRAM

INTRODUCING: THE MINUS18 YOUNG LEADERS PROGRAM

The Young Leaders Program is for LGBTQIA+ young people, aged 18-25 years old. The program will run for 10 months, with sessions designed to develop the skills, confidence and experience to inspire the next generation of LGBTQIA+ youth, while playing a starring role in Minus18's life-affirming events.

We're looking for 20 enthusiastic young leaders to take part in our Melbourne-based program, launching December 2023.

ABOUT MINUS18

Minus18 is Australia's charity improving the lives of LGBTQIA+ youth. We support LGBTQIA+ young people through events and digital platforms, and provide fee for service LGBTQIA+ inclusion training to schools, businesses and community organisations. Since 2011 over 100,000 young people have engaged in these services across Melbourne, Sydney and Adelaide, and millions more via digital platforms.

MINUS18 YOUTH & EVENTS TEAM



MEG-AN

**THEY / THEM
YOUTH SAFETY LEAD**



ROSE

**SHE / THEY
EVENTS COORDINATOR**

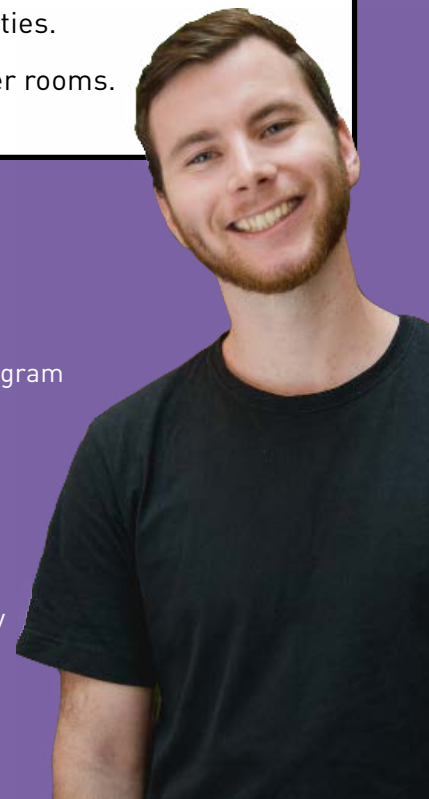
PROGRAM DETAILS

- Who** We're recruiting 20 x LGBTQIA+ young people aged 18 - 25
- Duration** 10 months
- Sessions** Each session, or 'QLAB' will be between 1-2 hours fortnightly on Tuesdays (between 5-7PM pending the individual session) and occasional weekend availability for Minus18 Events. To ensure Young Leaders get the most out of the program, we require a 90% attendance rate in order to graduate.
- Outcomes**
- » Strengthen connection to the LGBTQIA+ community and sector
 - » Strengthen professional and personal development
 - » Provide access to professional opportunities to strengthen the pathway to employment
- Location** Minus18 Office, at the Victorian Pride Centre, 79-81 Fitzroy St, St Kilda VIC
Additionally, this role will include some engagement at Minus18's Melbourne-based events. Pending COVID-19 restrictions, some QLAB may be delivered online.
- Start Date** 5 December 2023
- Timing** Standard QLAB times will be 2 hours, from 5pm - 7pm,
Minus18 event times may vary.
- Appreciation** Young Leaders will be thanked with a \$50 honorarium after attending each scheduled QLAB Session or Event to cover costs associated with your involvement
- Access** This role will primarily be located at the Victorian Pride Centre in St Kilda; an exciting, purpose-built space for LGBTQIA+ community organisations.
This space includes:
- » A raised Tram Stop within 100m from the building entrance.
 - » All Gender bathrooms
 - » Elevators and accessible bathrooms
 - » End of trip facilities.
 - » Dedicated prayer rooms.



YOU SHOULD APPLY IF YOU ARE:

- » Are available Tuesdays from 5pm - 7pm
- » Can commit to the duration of the 10 month program
- » Looking to grow your personal leadership skills as an LGBTQIA+ young person
- » Willing to engage with and develop leadership skills and confidence
- » A good communicator and works collaboratively
- » Passionate about helping LGBTQIA+ youth through programs and events



WHAT YOU'LL BE DOING IN THE PROGRAM

1. TRAINING & UPSKILLING

This pillar is all about you and your development as a leader. We'll design QLABs that provide you with the opportunity to understand and find confidence with your own leadership style, to build on the skills you have, and learn more about leadership in the LGBTQIA+ sector.

We'll explore things like:

- How can I make spaces more inclusive, and why is that important?
- What does safe and effective LGBTQIA+ advocacy look like?
- How do I safely share my experience as a queer person? *(at work, at home, wherever!)*

These QLABs will be guided by Minus18 staff and feature special guests from the LGBTQIA+ community who are leaders within their field.

2. CREATION & IMPLEMENTATION

This is where you'll get to be part of the team that delivers Minus18's life-affirming in-person and digital youth events. You'll work with the Minus18 Event Coordinator to provide on-the-ground support at events, and implement those leadership skills that you'll be working on within the program!

Events include:

- Melbourne Queer Formal
- Midsumma Youth Dance Party
- Queer Crafternoon & Pride March
- Other digital event offerings

3. SOCIALISING & CONNECTING

This is your chance to connect with the community. While there will be plenty of time to upskill and learn from expert guests, we will also provide you with the opportunity to connect with others in the Young Leaders program through interactive and fun social QLABs. We'll mainly be based at the Victorian Pride Centre, so there'll be lots of chances to connect with LGBTQIA+ services located there too!

+ EXTRA OPPORTUNITIES

You'll have a front row seat to any extra paid opportunities from other orgs & friends of Minus18.



HOW TO APPLY

INSTRUCTIONS

To apply for this role, please complete the following

- » Complete Google Form <https://forms.gle/pxkhqDjxdwnrBTvz6>
- » Include a short, pre-recorded video (maximum 2 minutes) introducing yourself, and what you're hoping to get out of Minus18's Young Leaders Program

Please ensure your video is uploaded to a 3rd party service (such as YouTube, Dropbox etc) and shared via URL pasted into the relevant section on your Google Form.

APPLICATION CLOSE

SUNDAY 12 NOV 2023, 11:59PM

Early applications are highly encouraged

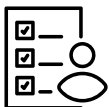
WHAT HAPPENS NEXT?

- » We'll review all the applications and create a shortlist for interviews.
- » Shortlisted candidates will be involved in a small group interview with the team and other potential candidates. These will be conducted online. Interviews will take place across Tuesday 21 & Wednesday 22 November 2023.
- » Successful candidates will be notified in late November.

CHILD SAFETY

Please note: all successful applications must undergo a successful Working with Children Check and Police Background Check.

Minus18 is committed to promoting and advancing equal opportunity for young people, especially young people in our strategic priority groups (People of Colour, Aboriginal & Torres Strait Islander people, and people with culturally or linguistically diverse backgrounds). We encourage young people in our strategic priority groups to apply, and to let us know if any special assistance is required during the application process (including barriers to recording and uploading your video).



We have provided a significant amount of information about the role to support your application process.

Research shows that men apply to jobs when they meet an average of 60% of the criteria, while other genders (and other intersecting identities) tend to only apply when they check every box.

If you think you have what it takes but don't meet every single criteria above, we would still love to hear from you.

MINUS18

**AUSTRALIA'S CHARITY IMPROVING
THE LIVES OF LGBTQIA+ YOUTH**



Our office is located on the land of the Boon Wurrung people. We acknowledge Australia's First People and Traditional Custodians of the lands this project took place. This always was and always will be Aboriginal land.



Our work wouldn't be possible if not for the tireless activism from the LGBTQIA+ heroes who have come before us. Their advocacy and protests have pathed the way for Minus18 — we stand on the shoulders of giants.

Program Partners



Program Supporters

The Walt Disney Company
Australian Queer Archives
The Victorian Pride Centre
The Body Shop