

YOUNG LEADERS PROGRAM

2025 - 2026

RECRUITMENT PACK



INTRODUCTION

THE MINUS18 YOUNG LEADERS PROGRAM

Are you excited to grow your unique skills, make a real impact, and connect with your community? The Minus18 Young Leaders Program is designed just for you!

Join us for a ten month journey from October 2025 to August 2026, where you'll participate in fortnightly sessions aimed at building your confidence, honing your skills, and gaining valuable experience. You'll play a key role in our life-affirming events, including Queer Formal Melbourne, and inspire the next generation of LGBTQIA+ youth.

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

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 LGBTQIA+ inclusion training to schools, workplaces and community organisations. Since 2011, over 100,000 young people have engaged in these services across Melbourne, Sydney and Adelaide, and many more via digital platforms.

MEET THE TEAM



JANVI

**SHE/THEY
PROGRAMS LEAD**



JULIA

**SHE/HER
YOUTH SAFETY LEAD**



JAX

**HE/HIM
YOUTH PROGRAMS TEAM LEAD**

PROGRAM DETAILS

| | |
|---------------------|--|
| Who | We're recruiting 20 LGBTQIA+ young people aged 18 - 25. |
| Duration | 10 months |
| Start Date | Tuesday, 7 October 2025 |
| Sessions | Each session, or 'QLAB,' will run for 2 hours every fortnight on Tuesdays (5-7pm), with occasional weekend availability required for Minus18 events. To ensure Young Leaders fully benefit from the program, an 85% attendance rate is required for graduation. |
| Outcomes | <ul style="list-style-type: none">• Improved connection to the LGBTQIA+ community• Increased confidence as a leader• Strengthened professional and personal development• Increased confidence in employability• Positive progress in career or educational pathways |
| 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. Some QLABs may be delivered offsite or online. |
| Access | This program will primarily be located at the Victorian Pride Centre in St Kilda; an exciting, purpose-built space for LGBTQIA+ community organisations. This space includes: <ul style="list-style-type: none">• A raised tram stop within 100m of the building entrance• All gender, accessible bathrooms• Elevators• Dedicated prayer/mindfulness room |
| Appreciation | Young Leaders will be provided a \$50 honorarium after attending each scheduled QLAB or event to cover travel and other associated costs. |

YOU SHOULD APPLY IF YOU ARE:

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



WHAT YOU'LL BE DOING

1. TRAINING AND 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. CREATING AND IMPLEMENTING

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 Youth Programs Team 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
- Night at the Museum
- Midsumma Pride March
- IDAHOBIT Discord Takeover



3. SOCIALISING AND CONNECTING

This is your chance to connect with the community. Alongside valuable opportunities to upskill and learn from expert guests, the Young Leaders Program offers engaging and interactive social QLABs where you can build meaningful connections with fellow participants.

For many, this program is not only a way to connect with others but also a powerful opportunity to explore and deepen their understanding of their own identities.

+ EXTRA OPPORTUNITIES

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

HOW TO APPLY

INSTRUCTIONS



Record a short video (maximum 2 minutes) introducing yourself, and what you're hoping to get out of Minus18's Young Leaders Program. Creativity is encouraged but not required!

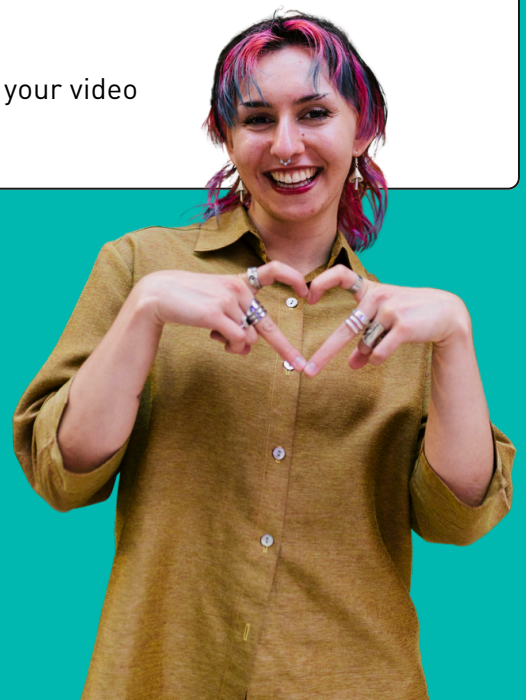


Have a think about these three questions you will be asked during the application:

- What are you hoping to get out of the Young Leaders Program? (max. 200 words)
- What does queer leadership mean to you? (max. 200 words)
- Describe a time when you faced a challenge in a team setting. How did you handle conflict or differing opinions, and what actions did you take to overcome the challenge? Please provide a specific example. (max 200. words)



Complete your application via [this Google Form](#) and upload your video at the end.



WHAT HAPPENS AFTER I APPLY?

We'll review all the applications and create a shortlist for interviews.

Shortlisted candidates will be invited to a small group interview with the team and other applicants. This interview helps us learn more about you and give you an opportunity to meet the other candidates. This will be conducted online.

KEY DATES

| | |
|---|--|
| Applications open | Monday 11 August 2025 |
| Applications close | 11:59pm Monday 1 September 2025 |
| Unsuccessful applicants notified | Early September |
| Interviews conducted | Monday 15 September - Friday 19 September 2025 |
| Successful applicants notified | Late September |
| Program commences | Tuesday 7 October 2025 |



Research shows that men often apply to roles even when they feel partially qualified, while individuals of other genders and intersecting identities may hesitate unless they feel fully prepared. If you believe you have what it takes, we encourage you to apply, even if you're unsure about fitting every aspect of the program.

FAQS & OTHER DETAILS

FREQUENTLY ASKED QUESTIONS

I'm 17 but I turn 18 during the program, can I still apply?

Yes - we love your enthusiasm! Remember, if you become a Young Leader, you won't be able to attend Minus18 events as an attendee.

I'm turning 26 during the program, can I still apply?

Yes - if you think the program is the right fit for you, get that application in!

Will I still be able to attend Minus18 events as an attendee, with my friends?

No, if you become a Young Leader you will not be able to attend Minus18 events as an attendee. If you'd still like to attend our events, we encourage you to wait another year before applying.

I live outside Victoria, can I still apply for the program?

Unfortunately not. This program is currently only open for people living in Victoria and all events will be based in Melbourne and surrounds. If you live in NSW or SA, you can apply to volunteer at one of our interstate events!

Do I need to have a background in events or event planning?

Not at all! This is a leadership development program with opportunities to support Minus18 events and practise your leadership skills. While the Young Leaders will get the chance to plan and deliver a digital event for IDAHOBIT as well as an activation at Queer Formal Melbourne during the program, you will be supported throughout the process by Minus18's Events Lead and Programs Lead.

Is this a leadership program or a volunteering program?

It's both! Minus18 has reimagined volunteering. You'll support the delivery of our events while the program gives back to you, offering opportunities to learn, develop, and connect.

CHILD SAFETY



All successful applicants must undergo a successful Working with Children Check and Police Background Check to participate in the Program.



OUR COMMITMENT TO INCLUSIVITY AND EQUAL OPPORTUNITY

Minus18 is committed to promoting and advancing equal opportunity for young people, especially young people in our strategic priority groups (People of Colour, Aboriginal and/or 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).

MINUS18

AUSTRALIA'S CHARITY IMPROVING
THE LIVES OF LGBTQIA+ YOUTH



Minus18 is located on the land of the Yalakut Weelam Clan of the Boon Wurrung peoples, Australia's First People and Traditional Custodians. We acknowledge their continued connection and contribution to land, water and community, and pay our respects to Elders past and present. Sovereignty was never ceded; this always was, always will be, Aboriginal land.

PROGRAM PARTNERS



Lord Glendonbrook CBE AM through the Glendonbrook Foundation
Born This Way Foundation

PROGRAM SUPPORTERS

The Walt Disney Company
Australian Queer Archives
Victorian Pride Centre