



YOUTH EDUCATOR



YOUTH EDUCATOR – 2026

Base Location:	1 x VPG Cairns 1 x VPG Atherton	Reports to:	CEO/OM
Resources:	Laptop, Mobile	Status:	Full Time or Part Time (0.8 Min)
Travel:	Cairns	Salary Expectations:	\$84 – \$100,000, qual/experience dependent

About VPG

VPG is a non-profit organisation that has been improving child and youth transitions in Far North Queensland for over 25 years. We're on a mission to support our Young People in a safe and inclusive environment.

Our goal is to ensure that young people achieve relevant education certificates and possess the personal and social skills and capabilities required to progress, be that employment, education or an apprenticeship. This is not just a normal teaching/training position; it is a role where you make a difference every day to young people. Even a simple conversation can make a huge change to our young people.

The main educational focus will be around functional literacy and numeracy as required in Foundational Skills:

- Certificate II Skills for Work & Vocational Pathways

At VPG we do things differently, we focus on creating a safe environment:

- Bringing the Fun back to Learning
- 1 Small Class (8-12 students) to 1 Educator
- 4 Teaching Days & 1 Non-contact-Admin day per week
- Every student is actively choosing to attend and be present
- No Afterhours Marking/Planning
- Time to foster positive Student-Teacher relationships - they matter!
- Advantaged Thinking & Strengths Based Approach
- Life Skills - Helping students prepare for independence

To Submit an Application:

- A Cover Letter explaining your interest in the role (PDF Format).
- A Resume and relevant qualifications (PDF Format).
- Response to Selection Criteria below either:
 - (i) Max 2 Page Written Response (PDF Format) or
 - (ii) Pre-recorded video (Max 3 minutes) introducing yourself and responding to the Selection Criteria – recorded on your phone is fine. Please ensure this is uploaded to an approved 3rd party service (Youtube or Dropbox) and shared via URL in your cover letter. Video's sent as an attachment do not meet our cyber security requirements and will not be viewed.
- Submit Queries/Applications to Angela Weinert – angela@vpginc.com.au
- Please Note - Only short-listed expressing interest in the future position will be contacted by VPG.



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Selection Criteria: Who we are looking for:

- Completed Tertiary level qualification as Teacher &/or Trainer (TAE400116); Willingness to undertake if necessary.
- Is passionate about engaging students through the fostering of positive and professional relationships.
- Has experience working with children/young people, especially those that have struggled with mainstream education, for a variety of reasons.
- Has the relevant knowledge and skills to tailor programs for students.
- Is experienced in delivering curriculum support to students with low numeracy and literacy levels and/or those that are Neurodiverse.
- Is passionate about experiential learning, providing opportunities for students to connect with and apply skills in real-world settings.
- Will ensure their practice is consistent with cultural, gender, developmental and other individual needs.
- Blue Card/Teacher Exemption Card & QLD Drivers Licence

Young people come from all walks of life and so do we. Our values and advantaged thinking approach underpin everything we do. They guide our behaviour and foster a work environment that is supportive, inclusive, and responsible. While your experience and qualifications are essential to being successful in this role, alignment with our approach and values is just as important. If you believe you have the attributes required to be successful within our organisation, then join us in driving positive change.

Key Responsibilities – Service Delivery

- Deliver group workshops and training programs to develop young people's skills.
- Coach young people through the identification of their strengths and talents, explore career paths, develop goals and make plans for their achievement.
- Build the personal, social and practical employability skills necessary to achieve goals and aspirations.
- Build experience of the world of work through facilitating opportunities matched to young people's aspirations.
- Support young people to transition into further education or employment and ensure outcomes are decent and sustainable.
- Participate in activities to source, refer and assess young people for programs.
- Assist participants to access programs/services through transport.
- Assist to arrange industry visits, guest speakers, work experience and experiential learning in relation to young people's goals and learning programs.
- Empower young people to navigate their own journey, fostering personal, practical, and agency skills
- Assis in the preparation and presentation of applications, reports, submissions as directed.
- Maintain confidentiality and privacy in all matters relating to staff, participants and procedures.
- Contribute to the design and development of resource materials as directed.
- Actively seek and develop working relationships and networks with community stakeholders.



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Key Responsibilities – Integrity & Productivity

- Act as a student focused, values-based team member and work collaboratively with staff within our Advantaged Thinking framework.
- Ensure behaviour during all work interactions is aligned to our values of being compassionate, generous, inclusive, responsible and fun.
- Have WH&S responsibilities and accountabilities, understanding the nature of risk when undertaking daily duties and the importance of complying with relevant legislation and service standards, reporting any known breaches to their manager.
- Maintain and develop your professional skills, seeking opportunities to ensure a high level of technical proficiency and personal effectiveness.
- Fulfil other tasks that VPG leadership reasonably asks you to perform.
- Maintain an understanding of all VPG services to confidently communicate with and promote to external stakeholders.
- Along with every VPG staff member, undertake a range of duties at times to ensure the smooth running of VPG Centres including but not limited to reception, washing up, emptying rubbish, putting away equipment, checking mail, maintaining vehicles, purchasing supplies.

Additional information

- VPG provides additional leave to cover our mandatory closure over the Christmas/New Year period. Staff will be informed of actual closure dates in alignment with Fair Work requirements.
- VPG staff like to have fun, occasionally dress-up and generate lots of laughter – join us if this sounds like you.
- Working Hours: We pride ourselves on not requiring work outside of business hours. If you're ever asked to work outside of business hours e.g. Annual Awards Nights then Flexible Hours and Time off is Lieu available.
- Staff may be required to travel across the region and between VPG Centres for relevant activities/events.
- VPG has a mandatory closure over the Christmas/New Year period. Staff will be informed of actual closure dates in alignment with Fair Work requirements.

Advantaged Thinking

VPG uses the concept of Advantaged Thinking to direct the way we work with young people. VPG acknowledges that young people have a vital contribution to make to the social and economic life of our communities and society, and that to do so all young people should have access to the opportunities and social networks that facilitate this social and economic participation. VPG invests in building young people's abilities, harnessing them for personal as well as social good. By making a positive investment in young people, the approach focuses on developing their assets, and on co-creating solutions – real jobs, real education and real community connections – to enable them to achieve independent adulthood.