

An invitation

Change facilitator

Join a Queensland-wide community of people who want to change what leadership looks like with children and young people.

You all have a part to play!



In communities



In environments



In services



Across systems

Queensland Kids Partnership is looking for up to 50 facilitators — **half under 30 years old** — who want to create learning that changes the conditions that surround young Queenslanders so they can thrive — at home or school, while receiving care or on Country.

The invitation

Support you and your community to build the confidence and skills to tackle what's hardest to change for children and young people.






Explore the relationship between leadership and stewardship — and how that shapes the learning experiences you can design and deliver.

Work in intergenerational teams where young people 18-30 years are co-leaders and co-producers.

Recognise First Nations and Aboriginal and Torres Strait Islander ways of knowing, being and doing as foundational knowledge sources for this work.

Bring your whole self — your knowledge, culture and lived experience — into what needs to change for all kids to thrive.

We'll support you to:

-  hold space for conflict, discomfort and disagreement — and help people keep learning through it
-  help people notice and shift how power works — in a room, an organisation, or a community
-  support people to let go of the need to have all the answers
-  help people see how decisions in one place ripple out and affect children and families elsewhere
-  bring people with different experiences and perspectives together to make sense of hard problems.

What is involved?

As a community of change facilitators you'll spend the first year learning and growing together. You'll then go on to make real change in your communities and across Queensland for the next 3 years.

Beyond this, you will be building change together that lasts for future generations.

You will be supported through:

- an extended journey of growth, connection and shared practice focused on changing the way leadership looks for kids in Queensland
- three gatherings on Country across Queensland
- online learning, peer connection and real-world practice
- a formal certification in May 2027
- a fully funded place with financial support available.

Joining is easy.

To find out more or to apply visit:

<https://tqkp.org.au/change-facilitator/>

Who can join?

Facilitators from different learning communities, community workers, health professionals, First Nations leaders, young change-makers and people with lived experience.

We're looking for people who feel at home facilitating and who work in areas that impact on children and young people.

- You may be new to these ideas and curious to find out more.
- You may be already doing the work of changing the systems and structures that surround children but you want to stretch yourself further.
- You may have personal experiences of things not working or going badly - and have something vital to contribute.
- You may be an experienced facilitator ready to deepen your legacy.

Half of our change facilitators will be under 30. Facilitators will be selected with an emphasis on diversity and inclusiveness. This is because creating change that lasts only happens when it's built by people most impacted and from different knowledge systems.

You all belong. You all have a part to play.

Queensland Kids Partnership (QKP) brings together people and organisations to create change, so all young Queenslanders can thrive. QKP is hosted by ARACY.



Queensland Kids Partnership
every child thriving



ALLIANCE FOR LEADERSHIP LEARNING
leaders matter

This experience is enabled through collaborative design and delivery with:

AIME

the FrontProject

Groupwork CENTRE



We acknowledge the Traditional Owners of the lands and waters where we live and work, and their deep and continuing connection to Country, kin, culture and community. We pay our respects to Elders past and present, and to all Aboriginal and Torres Strait Islander peoples.

The Change Facilitator experience is built on the belief that different perspectives, experiences and ways of knowing make everything stronger. We are committed to creating a community where every identity, culture and experience is genuinely welcomed, respected and valued.

Why this matters and the impact you can make



Why this matters

There are 1.6 million children and young people in Queensland. We know that what surrounds a child — their carers, communities, homes, health supports, education, culture and environment — shapes who each child becomes.

When a child's environment is strong and connected, they can thrive, but right now some young Queenslanders don't have that.

We know that together it is possible to change that.

The impact you can make

Your part will be to work with others to inspire people in our community to contribute by re-shaping the environments that matter for children - bit by bit and one by one.

You will be equipped to support others in your community to see the potential for change and act on it. It is possible to see and feel positive change within a generation.

Our children and young people will grow up with the evidence-based improvements we create together.

A little more information about systems and environments



What is a system?

Every child grows up surrounded by systems and environments - their carers, communities, homes, health supports, education, culture - that shape who they are and will become.

Think about the nest a bird builds — every twig, every layer matters. For children, that nest is made up of their family, their school, their community, the services they can access, the culture they belong to, and the broader policies and decisions that affect all of it.

The NEST framework — developed by ARACY — describes 6 things every child needs to thrive:

1. to be valued, loved and safe
2. to be healthy
3. to have a strong sense of identity and culture
4. to have material basics — food, housing, transport, and what they need to participate in life
5. to be learning
6. to be participating — with a voice in decisions that affect them.

When all of those layers are working well together, children thrive. When one part of the nest is missing or broken, everything else is harder.

Systems and environments are a living web of relationships, resources and conditions. Changing it means tending to all of those layers — not just fixing one thing at a time. That is why this work is so collaborative.

Most children and young people didn't get to choose how these systems serve their needs — and yet we can actively play a role in how the systems and environments around children get shaped.

We can actually shift a system from being out-of-date and often harmful to one where new conditions are created so that children and young people can thrive.

These changes can be made up of lots of small things that join together.

Practical information



What does it cost?

Your place in the learning is fee-free. Limited financial support is also available for travel and income recovery, based on need. We encourage you to explore whether your employer, community group or local council can support you with release time or travel costs — and there'll be space in the application to tell us what support you may need.

Will I need a Blue Card?

A Blue Card may be required where the work involves children or young people under 18, or where the role falls within Queensland's regulated child-related work categories.

Because learning experiences will include young people or child-facing organisations, Change Facilitators will be required to hold a valid Blue Card.

Your card can be in process at the time of starting the learning experience and you can include your application payment as part of a financial support request if obtaining was a barrier to your participation.

Steps to apply

Step 1 — Find your person

We'd love every Change Facilitator aged over 30 years to pair up with someone aged 18–30 years (and vice versa) if they can— it's not a dealbreaker but it means that intergenerational and collective leadership starts with us from day one.

Step 2 — Tell us about yourself

Fill in our simple online application. You'll share a little about your experience — and there's a creative component where you can respond however suits you best: a video, a piece of writing, artwork, whatever feels right.

Step 3 — Let's have a conversation

We'll be in touch soon after you apply to meet you, talk through the role, and answer any questions you have. This can happen in person or online.

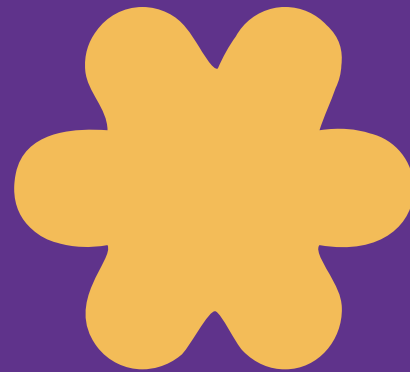
Step 4 — We confirm your place

If you're selected, we'll let you know and get everything sorted. We can also help you think through any support you might need — financial, time away from work, or anything else.

Step 5 — Let's get going

You'll receive a full welcome pack with everything you need to know — what's happening, when and how. Get ready to be part of something that matters.

Change Facilitator description and shared commitment



Change Facilitator description

Are you passionate about supporting your community to build the confidence and skills to tackle what's hardest to change for children and young people? If you do, we think you might be a Change Facilitator.

A Change Facilitator:

- recognises that young Queenslanders rely on the systems that surround them and are participants in complex, living ecologies of relationships
- is driven to changing the systems that surround children so they become healthy and thriving, and that young Queenslanders participate in that change
- already supports others to learn about what children and families need to thrive.

We are bringing together up to 50 Change Facilitators – half of whom are between 18 – 30 years of age – from across Queensland who are committed to supporting leaders learn how to change systems so all young Queenslanders thrive.

Our stance on systems change is that:

- systems change for kids is an act of love – grounded in a duty of care and accountability to current and future generations
- systems are living ecologies – shaped by social, cultural, and historical forces and are not things to be “designed and controlled” but tended and shifted.

- Capabilities emerge from conditions – we don't “train” people to change systems; we create the conditions that allows system change capabilities to emerge in people and the systems they influence
- Power is a relational force – changing systems involves noticing how power flows and tending to more life-affirming and accountable distributions of it.

If this speaks to you, we are keen to be in conversation. We are offering:

1. An extended learning program to strengthen your skills, confidence and community as a Change Facilitator. Learning stipends are available.

Key dates are:

- 🌸 26 July 2026: express your interest and explore the opportunity
- 🌸 26 August 2026: if you are joining the community, be on-boarded and orientated
- 🌸 14–18 September 2026: First on Country Gathering
- 🌸 27–29 October 2026: Second on Country Gathering
- 🌸 16–19 (TBC) March 2027: Third on Country Gathering
- 🌸 2027: Graduation and Certification

2. A field-leading Childhood Stewardship Capability Framework for you to work within and improve. This child-focused systems change capability framework weaves Indigenous ways of knowing, Western systems thinking, and developmental science of what all children need to thrive. Being immersed in this framework will enable you to design learning experiences that strengthen the following conditions and capabilities in leaders AND the systems they influence:

- the fundamental conditions and capabilities, e.g. comfort with complexity; understanding your own power and positionality; sensing, working with and shifting systemic conditions; and orientating towards care and accountability
- the personal conditions and capabilities, e.g. learning in public, letting go of fear, control and heroism
- the relational conditions and capabilities, e.g. collaboration; working with difference and conflict; collective sense-making, and understanding power as a relational force
- the ecosystem conditions and capabilities, e.g. seeing systems as living ecologies, attention to connections, understanding the fluid roles needed for change.

3. Active participation in an ongoing community of learning

- Being part of a stewardship learning network: Playing a vital role in a state-wide community that, within one generation, all young Queenslanders are thriving.
- Community leadership: Being in an active community of change facilitators who support leaders to learn how to change systems so more kids thrive.
- Intergenerational leadership: Facilitating learning in intergenerational teams – where young people are genuine co-leaders and co-designers of systems change for kids.
- Opportunity for paid delivery of learning experiences across Queensland with QKP, including in your own community, network or organisation.
- Ongoing development – through co-facilitation, coaching and case clinics.

For more information visit: qkp.org.au