



Childhood Builders Capability Champions: Expression of Interest (EOI) for host Partners

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About Thriving Qld Kids Partnership and this initiative

The wellbeing of Queensland's children is shaped by what surrounds and happens to them – relationships, experiences and environments. Infants, children and young people do well when the people and places around them are well connected, supported and equipped.

Since late 2020, [Thriving Queensland Kids Partnership](#) (TQKP) has been bringing together decision-makers and practitioners, caregivers and communities, and organisations from multiple sectors and systems, from across Queensland.

In June 2025, TQKP launched a new, bold five-year [Impact Strategy](#) setting the agenda for our next chapter. Our shared vision is a Queensland where every child and young person can thrive. The Strategy describes the 'systems impacts' we want to achieve:

- to improve connectivity, capability, and capacity in communities, workforces, organisations and systems, and
- to improve experiences of, and outcomes for, families.

To this end, TQKP's efforts are being focused in six inter-connected portfolios:

1. Engaging Hearts and Mindsets
2. Building Brains and Bodies
3. Enabling Stewards and Voices
4. Strengthening Places and Spaces
5. Growing Investments and Impacts, and
6. Integrating Hubs and Spokes.

Common to each portfolio is a commitment to enable and support the people and organisations engaging children and their caregivers, endeavouring to create great childhoods. They are Queensland's **Childhood Builders!**

To connect and support them, and to help weave our systems together, TQKP is committed to collaborating through the **Childhood Builders Capability Initiative** (CBC) initiative to:

- share what is known from the best available science, evidence and lived expertise,
- facilitate the use of common and contemporary knowledge, frames and tools, and
- showcase and share great practice and innovation, materials and learnings.

The CBC initiative will build on and link with TQKP's continuing Phase 2 collaborative initiatives:

- Brain Builders
- Enabling Workforces and Organisations



- Strategic Framing
- Kids in Disasters
- QLD Place Network and
- the Child and Family Hubs Framework / Queensland Hubs Exchange.



The CBC Initiative is enabled by the generosity of TQKP's philanthropic partners, principally the Minderoo Foundation, and the in-kind contributions of partners and collaborators.

It is also supported by our existing knowledge and implementation partners, such as [Yiliyapinya Indigenous Corporation](#) and the University of Queensland's F10,000Days Network and [Queensland Brain Institute](#), and their initiatives, such as *Growing Deadly Brains* and *Brain Builders*.

Applicant opportunity

TQKP is seeking organisational and network partners to support the further development of caregiver, workforce and organisational capabilities, and service system connectivity, by hosting **Childhood Builders Capability Champions**.

The purpose of this Initiative is to support learning and development activities that contribute to the wellbeing, agency, efficacy and resilience of infants, children and young people and caregivers, and of the practitioners and organisations that work with them. In turn, this is intended to contribute to the effectiveness and productivity, and public value, of existing and new investments.

The Initiative will resource dedicated roles - Capability Champions - to work with, support and coach existing team members in and across organisations and networks. These positions are proposed to be embedded in organisations and networks, combining TQKP and host entity/network resources.

The focus of the initial tranche of Capability Champions will be within organisations and networks engaging with **infants and children aged 0-8 years and their families**. If further interest and resources are generated, a second tranche of Capability Champions will focus on the middle and adolescent years.

TQKP will facilitate a Community of Practice of Capability Champions and Organisational / Network Sponsors. This will: share innovations, materials and learnings; provide peer-to-peer support; and facilitate evaluation. Embedding neuro-knowledge provides an opportunity for practitioners and organisations and cross-agency networks, to better understand, apply and learn about 'what works' and, significantly, 'why'. In particular, the roles will:

- build workforce and organisational capability and confidence to embed and sustain implementation of neuro-informed and policy and practice, underpinned by relational ways of working
- provide organisational and team coaching and implementation support
- enhance cross-sector collaboration by facilitating a shared language and understanding of core child development knowledge: brain development and neuro-diversity, trauma and stress, healing and resilience, agency and learning
- support prevention and early intervention through evidence and practice-informed actions that recognise and respond to individual, family and community needs and aspirations
- strengthen or support innovative and holistic approaches to the protective and developmental factors embedded in [The Nest](#), Australia's Child Development and Wellbeing Framework, and [The Resilience Scale](#)
- contribute to improving outcomes for children and young people by fostering relationships and environments that are safe, supportive and developmental.

A learning and evaluation framework will be developed by mid 2026, facilitated by TQKP and learning partner Orange Compass, in collaboration with hosts and Capability Champions.



Indicative arrangements

The Childhood Builders Capability Initiative is a five-year program. Initially, up to six host organisations or networks are being sought for up to three-year partnerships.

The indicative budget for each position is between \$65,000 to \$95,000 per annum to embed a dedicated Capability Champion role into the host organisation/team. This funding is available for the engagement of existing or new staff members in a dedicated Capability Champion role.

In-kind contributions from the host organisation will include an Organisational Sponsor (using an existing position) to facilitate leadership support, strategic alignment and to help create opportunities within the organisation and across networks and sectors. The host organisation will also manage the position, contribute additional operational support, and allocate a small activity budget.

TQKP will provide program support for up to three years, including training, coaching and train the trainer models, and ongoing support. TQKP will also convene a Community of Practice for each Capability Champion and their Organisational Sponsor to participate.

The Initiative is also underpinned by a proposed phased co-funding arrangement, preferably to establish and sustain a dedicated position across and beyond the initial three-year period. This is subject to demonstrating impact and value. Over five years, we hope to expand the number and reach of Champions.

We are seeking an indication that organisations and networks are prepared to consider making a commitment to progressively increase their funding contribution with the intent of fully funding and supporting the position from year four onwards (for example, contributing an additional 0.1 FTE in year two, 0.3 FTE in year three, and transitioning to at least 0.5 FTE position from year four). It is hoped that government agencies may make higher commitments.

It is anticipated that the Capability Champion role will commence as soon as possible from early 2026, pending organisational readiness and workforce availability.

The initiation, conduct and reporting of the initiative will be subject to a Services Agreement.

EOI process

If you and your organisation or network are interested in embedding a Capability Champion, please complete an **Expression of Interest (EOI) letter signed by a person of authority to commit your organisation or network to this offer.**

The letter should include information about the following:

1. Your organisation, purpose, aligned goals, location, reach, connections and types of individuals and organisations you serve.
2. Organisational readiness and capabilities, including timing of initiative, workforce capacity and alignment to current priorities.
3. What opportunities this initiative could offer your organisation and your networks and any leverage points and existing collaborative (cross-agency) initiatives that could be built on.
4. The personnel proposed to play a key role, including nominations for an Organisational Sponsor and Capability Champion if possible (with short bios).
5. Demonstration of the support your organisation or network provides for children aged 0-8 years old and their families.

(Please note, there is an option for the age range focus to be beyond 8 years with a mixed funding arrangement – please enquire to Michelle Cole for more information).



Selection criteria

Selection of organisations interested to embed a Capability Champion role will be based on areas of mutual alignment with our Phase 3 Strategy and the Brains and Bodies portfolio. The following list has been compiled to help you identify what we are looking for.

Criteria	Indicators
Depth of engagement	Commitment to neuro-informed knowledge, tools and frames in responding to the needs of children, young people, their families and communities
Readiness to implement	Willingness and ability to apply neuro-informed tools and frames within and across teams, organisations and networks
Leadership support	Organisational readiness and senior level backing of this collaborative initiative
Alignment with existing policies, frameworks, priorities	Active or strategic alignment with existing priorities to building neuro-informed capability and capacity
Commitment to sustainability	A willingness to embed and sustain the work across and beyond the three-year funding, subject to learnings and evaluation
Breadth of influence and opportunities for collaboration	Reach internally within organisation and across networks, sectors and audiences
Commitment to sharing, learning and adapting	A willingness to share materials and collect and share data about reach, impact and learnings and ability to adapt and change in response

Selection process

A small panel comprising nominees from the Thriving Kids Brains and Bodies Collaborative will be convened to review the applications to select the organisations that will participate in this initiative. Collaborative participants helping guide decision-making will be asked to declare any conflict of interest relating to their involvement in the selection process, as well as keep all collateral information confidential. Collaborative participants whose organisation submits an expression of interest will not be eligible to join the selection panel.

The selection of organisations interested in embedding a Capability Champion role, and becoming a Champion Organisation or Network, will be made on the basis of reviewing the above criteria, as well as ensuring as broad as possible representation across the ecosystem.

TQKP is responsible for advising successful and unsuccessful applicants of the outcome of their expression of interest. Unsuccessful applicants will be provided opportunities to continue to engage with the Initiative.

Application

Please send your EOI letter to Michelle Cole, Principal Partnerships Manager-Capability Development, by **Friday 30 January 2026**.

Relevant attachments and additional evidence are welcome. We look forward to hearing from you and greatly appreciate your interest in working together.

If you have any questions, contact: Michelle Cole Michelle.Cole@aracy.org.au.

