

Position Description – Senior Youth Mentor / Trade Trainer / Educator

Reports To: CEO / Program Director

Employment Type: [Full-time / Part-time / negotiable]

Location: 1720 Jumbuk Road, Jumbuk

Classification & Remuneration:

This position is classified under the *Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS Award) – Social & Community Services Stream, Level 4*.

Actual pay point will be determined according to qualifications and experience.

Start Date: 5 January 2026

How to apply: Please send a cover letter addressing the Key Responsibilities, and your resume to Laura Myer at laura.myer@mountaintrack.org. If you have any questions call Laura on 0439 778300 or email.

Applications close: Friday 12 December 2025 at 5pm.

Purpose of the Role

The Senior Youth Mentor / Trade Trainer / Educator plays a critical role in guiding vulnerable and at-risk young people towards work readiness, independence, and positive life pathways. This role combines teaching practical skills and mentoring. It involves providing young people with hands-on skills, life skills and a general education.

This position involves building the young person's confidence, their knowledge base, their working capacity and their sense of self so as to transition them into employment or further training.

The successful candidate will be an experienced tradesperson, youth worker or educator with a genuine passion for working with vulnerable, challenging young people, teaching them, inspiring them, exciting them. They will demonstrate empathy and patience. They will exhibit strong role modelling behaviours. They will possess an ability to manage and understand challenging behaviours. They will maintain professional boundaries in their interactions with Mountain Track Young People.

Successful candidate/s will design and implement practical, hands-on learning-based education programs or projects and activities that link to secondary school curriculum, Tafe or further education.

About You

You are driven and passionate when it comes to changing the life trajectories of vulnerable and challenging young people.

You are self-motivated, creative and energetic. You can create, design and implement programs, projects and activities that engage, excite, educate and inspire even the most disinterested and detached young person.

You have a love of the great outdoors with corresponding skills to show for it. You are physically and mentally fit. You are a hard worker and a team player. *And* you bring a strong safety focus to your work.

You have experience and can connect with young people from trauma based backgrounds and / or young people who have disengaged from school and / or young people who have had contact with the law. You can understand and appreciate what drives these young people to think, act and respond as they do.

You have great patience, persistence, support and encouragement to give when it comes to working with tough, vulnerable, young people. You know how to inspire and empower young people and bring out the best in them. You bring a strengths-based approach to your youth work and always find the good in the young people you work with. You see their potential and believe in them.

About Us

[Mountain Track](#) is a long term, relationship based, youth development program for young people on society's edge. Mountain Track was founded on the idea that for long term change to occur in the lives of society's most vulnerable, long-term support is what's needed.

For young people on society's edge, change and new horizons start with positive relationship building. There is great need for long term development and intervention programs based on strong, positive on-going mentoring-relationships just as there is a need to get the wider community on board as mentors as part of this process.

Mountain Track is there to offer ongoing, wrap around support for vulnerable young people. It's there to offer them unconditional positive regard, encouragement, and belief. It's there to engage young people, educate them, help them develop life skills and work skills, and help them plan for a positive future. It's there to show up for them time and time again.

Mountain Track is about to celebrate its second anniversary.

Key Responsibilities:

Youth Mentoring & Engagement

- Build trust and rapport with young people, particularly those who are disengaged or facing barriers to learning.
- Mentor young people through difficult conversations, encouraging growth, self-reflection and accountability. Help them to see, understand and discover for themselves which approaches are worth taking and what will ultimately benefit them.
- Model positive behaviours, resilience, and safe workplace practices.
- Encourage the development of life skills such as teamwork, communication, and accountability to oneself and others.

Trade Training & Skills Development

- Deliver hands-on training in relevant trade skills, adapting methods to suit different learning levels.
- Break down complex tasks into achievable steps for beginners, intermediates and advanced learners.
- Supervise practical projects, ensuring safety, skill progression and early success and achievement for the young person.
- Support young people in building workplace readiness and employability skills.

Behaviour & Safety Management

- Maintain a safe, supportive, and inclusive learning environment.
- Address unsafe behaviours calmly and constructively, reinforcing expectations.
- Apply de-escalation techniques where required.
- Uphold organisational safeguarding and child safety standards.

Collaboration & Professional Practice

- Work closely with colleagues, supervisors, and partner organisations to support the best outcomes for Mountain Track young people.
- Participate in team meetings, supervision, and professional development.
- Maintain clear professional boundaries while remaining approachable and supportive.
- Keep accurate records of attendance, progress, and incidents.

Qualifications & Experience

- Certificate III or IV in a relevant trade (e.g., Carpentry, Automotive, Engineering, Electrical, Mechanical, Welding). OR

- Minimum 5 years' trade experience, ideally with mentoring or supervising apprentices. OR
- Diploma of Education OR Certificate IV in Youthwork or Diploma in Youth Work or Bachelor of Youth Work or equivalent
- Working With Children Check (WWCC).
- National Police Check (willing to obtain).
- Current First Aid & CPR certification (HLTAID011/HLTAID009 or equivalent).
- White Card (CPCWHS1001) for construction/trade-related environments.
- Experience working with young people or apprentices, particularly those who are disengaged or at risk.

Qualifications & Experience (Desirable)

- Certificate IV in Training & Assessment (TAE40123).
- Mental Health First Aid.
- Child Safety & Mandatory Reporting training.
- Trauma-Informed Practice or Restorative Practice training.
- Experience in youth/community organisations, schools, or mentoring programs.
- Additional trade/industry licenses or tickets (e.g., forklift, confined spaces, heavy machinery).

Core Competencies

- Ability to engage and motivate young people who are disengaged or resistant.
- Strong mentoring skills: guiding accountability while maintaining respect.
- Patience and adaptability when teaching practical skills.
- Role modelling of safe, professional workplace behaviours.
- Effective conflict resolution and behaviour management.
- Clear understanding of professional boundaries and safeguarding.
- Resilience and self-awareness in challenging environments.
- Collaborative team player with strong communication skills.

Child Safety Statement

This organisation is committed to providing a child-safe environment. We actively promote the safety and wellbeing of all young people, and all staff are expected to uphold child safety standards and cultural values at all times. Employment is subject to satisfactory background checks, including a Working With Children Check and National Police Check.

How to apply - Please send your cover letter and CV to info@mountaintrack.org