

POSITION	Program Design & Delivery Lead
SALARY	\$80,006.68 + Superannuation + Salary Packaging Level 3.1 SCHADS
EMPLOYMENT TYPE	Full-time
LOCATION	Sydney, NSW
START	ASAP

batyr is a 'for purpose' preventative mental health organisation, created and driven by young people, for young people. We run programs that help reduce the stigma surrounding mental health and empower young people to reach out for support. We help create supportive communities.

We are an energetic, fun and dynamic team who are passionate about changing the way we speak about mental health. Excitingly, we are on the hunt to build our team with even more passionate, skilled and driven people to continue to develop our high-performance culture and expand the reach and impact of batyr. If you want a workplace where you can bring all of your full, weird and wonderful self to the office each day, this is the place.

working with us

At batyr, we care deeply about those we welcome into our work-family and do our best to support our team. We do this by:

- providing all permanent staff with a wellbeing budget that you can use on a gym membership, a new surfboard, pottery classes, music lessons, a spa treatment, a new book... almost whatever you need to help keep you feeling good
- wellbeing leave - your personal leave doesn't just have to be for sick days, at batyr you can also use this leave to support your mental health and wellbeing
- flexible working arrangements
- 4 weeks paid parental leave + other entitlements
- salary packaging up to \$15,900 pa - because we're a not-for-profit, you can choose to receive a proportion of your wage as reimbursement of personal expenses, with no income tax payable on this money
- a bring your own device policy, with reimbursements for using your own phone and computer

batyr is committed to providing a safe, culturally appropriate, inclusive environment for all people, regardless of their ethnicity, faith, disability, sexuality, or gender identity. We believe that everyone's voice is valid and worthy of being heard and because of this, we strongly encourage people from all backgrounds to apply, especially those from minority or marginalised communities.

about you

You're someone who prides yourself on connecting with people, reading a room and getting conversations flowing. You love speaking about things you're passionate about and bring a sense of fun, warmth and energy to meaningful chats. You've been told you're engaging, and are super comfy when all eyes are on you! You are curious about how things land, and sensitive to how people take meaning from things.

Even though you can hold the energy of a room, you're also a team player who loves having others to dream, tinker and test new ideas with, naturally uplifting the people around you. You love a good 'what if we tried?' and enjoy turning a spark of an idea into a practical activity. You're curious about what works and why, open to feedback and happy to pivot when a fresh perspective sparks something better.

Most of all, you're excited to use your skills to help change the way we talk about mental health for young people. If any of these things resonate, you're what we're looking for!

position summary

The Design & Delivery Lead sits within batyr's Program Design & Delivery Team and contributes to both the on-the-ground facilitation and content design of batyr's preventative youth mental health programs across schools, universities, workplaces and communities.

The role is responsible for facilitating engaging programs, adapting content and delivery to the needs of each cohort, and supporting a consistent approach. This includes delivering new and established programs incorporating lived experience storytellers, and facilitating activities and conversations that create a safe, supportive and inclusive environment to talk about mental health.

As part of the Program Design & Delivery working group, the role contributes to the ideation, design and development of program content, resources and activities. It brings together relevant evidence, youth perspectives, feedback and on-the-ground experience to develop content that is clear, accessible and aligned with batyr's voice and intended program outcomes. This work is informed and supported by the Programs, Lived Experience, and Impact & Evaluation teams.

The Program Design & Delivery Lead role connects what happens in the room with how content is designed, tested and refined, helping batyr's programs to continually evolve in response to the needs of young people.

key responsibilities

- Deliver batyr's engaging preventative mental health programs across schools, universities, workplaces and communities in a fun and impactful way, adapting facilitation to the needs of each audience whilst supporting a consistent approach.
- Take an active role in the ideation, design and development of program content, resources and activities, working independently and collaboratively within agreed program outcomes, priorities and frameworks.
- Use relevant evidence, youth perspectives and feedback to inform program design and implementation, with the support of Program, Lived Experience and Impact & Evaluation Managers
- Maintain batyr's voice and ensure content is clear, accessible, inclusive and appropriate for its intended audience

- Actively participate in the ongoing evaluation of program content and delivery guided by the Monitoring, Evaluation and Learning Framework, with the support of the Impact & Evaluation Manager.
- Pilot new material, content and concepts, and report reflections and recommendations for refinement.
- Create a safe, supportive and inclusive environment for mental health conversations, facilitate activities, and work closely with lived experience storytellers in accordance with batyr's safe language and delivery practices.
- Complete pre- and post-program preparation, administration and logistical tasks.
- Apply batyr's policies, safe language guidelines and agreed best-practice approaches, and raise content, safety or delivery concerns with relevant managers.

essential selection criteria

- Proven experience designing, developing or adapting learning programs, activities or resources to meet audience needs and outcomes
- Strong facilitation and verbal communication skills, including the ability to engage large groups and adapt to different audience needs or contexts
- Ability to build rapport with young people and create a supportive and safe environment for mental health conversations
- Experience working across multiple, collaborative projects with effective time-management and organisation
- Respond constructively to feedback and learnings
- Skilled in translating research, evidence and feedback into clear, audience appropriate content
- Relevant tertiary education, training and/or industry experience within psychology, education, social work, communications, performance, or other related field
- Hold a current Working with Children Check (WWCC) or be willing to obtain this within one (1) month of starting the role

desirable selection criteria

- Experience working directly with young people
- Experience working in or with schools, universities or youth and community contexts
- Experience working in the mental health or wellbeing sector
- Hold a valid driver's license

how to apply

Please email your CV and a cover letter to careers@batyr.com.au, addressing the following:

- How you can fulfill the key responsibilities of the role
- Why you are interested in working for batyr
- Briefly describe an activity you could use to engage Year 10 students in a mental health conversation, and explain why you think it would work for this audience (a short paragraph is enough - no supporting materials are required).

Applications will be reviewed as they are received, with the final closing date on the 23rd October 2026 at midday (12:00pm) AEDT.

batyr is a safe and inclusive workplace. Those from minority or marginalised communities are particularly encouraged to apply. This includes, but is definitely not limited to, people with a lived-experience of mental ill health, Aboriginal and Torres Strait Islander people, culturally and linguistically diverse people, LGBTQIA+ people, and people with disabilities.