



**Academic Personal
Trainer
2025 Job Description**

Academic Personal Trainer

ROLE OVERVIEW

Reports to:	Regional Program Delivery Coordinator
Department:	Service Delivery
Location:	Client Homes, Online via Zoom, Approved Schools/Libraries
KPIs	Improved Student Engagement Improved Student Confidence Improved Student Metacognitive Skills Improved Math and/or English Grades
Key Relationships	Families and Program Delivery Coordinator
Position Type	Casual
Role Salary	APT Level 1 (0-50 Sessions): \$35 per hour + Super APT Level 2 (51-200 Sessions): \$36.50 per hour + Super APT Level 3 (201-500 Sessions): \$38 per hour + Super APT Level 4 (501-1000 Sessions): \$40 per hour + Super APT Level 5 (1000+ Sessions): \$42.50 per hour + Super

ABOUT A TEAM TUITION

At A Team Tuition, we're deeply passionate about empowering students with the tools they need to succeed in school and life. As part of our mission-driven organisation, you'll experience the fulfilment of being part of something truly extraordinary—a team that values excellence, integrity, and the success of both our students and their families.

We believe that success in education is about more than just grades; it's about building confidence, motivation, and resilience. Our core values—Integrity, Nurture, Service, Passion, Innovation, Resilience, and Empowerment—guide everything we do, from mentoring and tutoring to fostering life-changing relationships with our students. These values drive us to provide personalised, high-impact learning experiences that transform each student's mindset, strategy, and support system.

At A Team Tuition, you won't just be a tutor—you'll be an Academic Personal Trainer, an integral part of a student's journey towards success. By joining us, you'll have the opportunity to:

- **Make a lasting impact:** Help students overcome challenges and unlock their full potential.
- **Grow and thrive:** Develop your mentoring, teaching, and leadership skills through continuous training and support.
- **Be part of something bigger:** Join a community dedicated to making a positive difference in education and creating a culture of empowerment and excellence.

If you're looking for a place where your passion for education, dedication to others, and commitment to making a positive impact can shine, A Team Tuition is the perfect fit for you!

THE POSITION

The Academic Personal Trainer (APT) role is responsible for delivering tailored one-on-one tutoring as part of A Team Tuition's Transformation Programs. These sessions are designed to:

- Improve students' confidence, motivation, and academic performance in their allocated subjects.
- Provide both mentoring and foundational subject support (English and/or Maths).
- Build a consistent, supportive relationship with each student to foster long-term success.

Our APTs follow the A Team Tuition STAR (Strategies To Accelerate Results) Framework and Method, ensuring a structured and student-centered approach in each session.

You will work with students at the same time each week for the duration of their program, ensuring consistency and rapport.

APTs can choose from the following areas of focus:

- **Primary School Students (Years P – 6):** Support in both English and Maths.
- **High School Maths (Years 7 – 12):** Various maths subjects.
- **High School English (Years 7 – 12):** Various English subjects.

WHAT WE OFFER

- **A Sense of Purpose:** A rewarding position that impacts students' lives and provides personal fulfilment.
- **Focus on Tutoring:** We handle all marketing, scheduling, and customer service so you can focus solely on supporting your students.
- **Consistent Student Relationships:** Work with the same students at the same time each week for the duration of their program.
- **Professional Development:** Ongoing training, feedback, and mentorship to help you grow.
- **Flexible Work Hours:** Opportunities to fit your schedule, with 6–30 hours of work per week based on your availability.
- **Industry Leading Pay:** Hourly rates ranging from \$35 to \$50.00 + Superannuation per hour, plus a weekly bonus system.

KEY ACCOUNTABILITIES

1. Academic Analysis and Strategy Development

- Assess each student's academic level, strengths, and areas for growth.
- Develop customised learning plans aligned with the *STAR (Strategies To Accelerate Results)* framework.
- Track and report on student progress, adjusting strategies to address evolving needs and academic goals.

2. Tutoring and Learning Support

- Deliver consistent, structured 1.5-hour tutoring sessions that follow A Team Tuition's *Transformation Programs*.
- Provide subject-specific support in English, Maths, and general academic strategies (e.g., exam preparation, homework assistance, assignment guidance).
- Adapt teaching methods to meet each student's individual learning style and needs.

3. Mentorship and Motivation

- Act as a mentor, fostering a growth mindset and self-belief in students.
- Build a positive, trusting relationship with students to create a safe and supportive learning environment.
- Encourage resilience and celebrate progress to build confidence and academic independence.

4. Client Engagement and Communication

- Communicate regularly with parents/guardians, providing session updates and progress reports.
- Offer recommendations for additional sessions, resources, or support to help students achieve their academic goals.

5. Team Collaboration and Reporting

- Submit accurate session notes after each session to ensure transparency and track student progress.
- Collaborate with the Region Program Support Manager to ensure optimal program delivery.
- Participate in team conferences and ongoing training initiatives to enhance tutoring effectiveness.

6. General Duties

- Drive to students' homes for in-person sessions (maximum travel time of 30 minutes per session and an average drive time 20 minutes per session).
- Manage an agreed weekly schedule of sessions during afternoon and evening hours.
- Maintain professionalism and respect in all interactions with families and students.

CAREER EXPERIENCE, SKILLS & QUALIFICATIONS

Essential Criteria:

- Currently enrolled or completed tertiary education.
- High school education completed within the Australian curriculum (required for English and Primary School tutoring).
- Confidence in supporting students in selected subjects up to Year 12.
- Ability to provide both English and Maths support for primary school students (Years P–6).
- A valid driver's license and access to a reliable vehicle.
- Availability during weekday afternoons and evenings, with a commitment to supporting a minimum of 4 students (6 hours of tutoring per week).

Required Skills:

- Strong interpersonal and communication skills.
- Ability to engage with diverse student personalities and learning styles.
- Adaptable and innovative in teaching approaches to suit individual students.
- Strong time-management and organisational skills.

Preferred Experience:

- Prior tutoring or teaching experience.
- Experience in mentoring or coaching roles.

CAPABILITY FOCUS

- **Student-Centric Approach:** Demonstrates empathy and understanding to support student success.
- **Communication:** Builds positive relationships and delivers clear academic guidance.
- **Consistency and Reliability:** Maintains a dependable schedule and fosters consistent student support.
- **Collaboration:** Works effectively with internal teams and families to achieve shared goals.
- **Resilience and Adaptability:** Responds well to challenges and tailors approaches to meet student needs.