INTRODUCTION TO BRINDABELLA CHRISTIAN COLLEGE, CANBERRA

VISION STATEMENT

The vision of Brindabella Christian College is to advance a community of Wisdom, Integrity, Service and Excellence.

BACKGROUND

Brindabella Christian College is a growing, non-denominational, co-educational Early Learning to Year 12 Christian school in the North of Canberra. It enjoys a reputation of being ‘student centered’, with excellence in pastoral care. The College has recently extended its offer to include ELC to Year 12 and is developing a second campus at Charnwood. It is one of a few ‘mid fee’ independent schools in Canberra offering a fully integrated educational program.

For over thirty years Brindabella Christian College, formerly O’Connor Christian School, has provided a holistic approach to education based on Christian values and beliefs.

Beginning with 2 teachers and 29 students in 1980, Brindabella now consists of two campuses in Charnwood and Lyneham with 850 school children, plus 80 children in ELC at Charnwood. Our students are taught to pursue a life of wisdom, integrity, service and excellence in and through Christian education.

Preparing young people in a rapidly evolving world which can be volatile, uncertain, complex and ambiguous, demands that the significant adults in a young person’s life lead and learn alongside them with purpose, compassion and humility. The College seeks to actively influence the lives of a greater number of young people. It believes that the most authentic way of achieving access to those students is via the offer of a high quality education offer. This is the core business of Brindabella Christian College.

The College supports Christian families and those sympathetic to the Christian worldview to raise their children in a safe and caring environment. The school aims to partner with parents in the education of their children, supported by Christian staff.

The College is a member of Christian Schools Australia, and the Association of Independent Schools, ACT. The Lyneham campus caters for children from 3 years of age through to Year 12 and, the Charnwood Campus caters for babies and children aged 9 months of age to Year 4. Charnwood is located approximately 12km away from Lyneham.

VALUES

As a Christian school we value –

- Wisdom
- Integrity
- Service, and
- Excellence
MISSION

Brindabella Christian College will achieve its vision by:

- Offering a ‘high quality education’ with a Christian worldview that encompasses traditional Academic, Arts and Culture, Languages, Sport, Social and Spiritual development
- Immersing God into the daily life of all students from ELC – Year 12
- Attracting, retaining and developing Christian staff of the highest calibre
- Increasing access to its model of Christian education through expansion of its geographic footprint and offer across Canberra
- Positively influencing the lives of others through education and community building

IMMUTABLE TENETS

Underpinning the Vision, Mission and Values are a set of tenets which Brindabella Christian College holds as sacrosanct. These are central to the identity and tradition of the school and will not be compromised under any circumstance. These include:

- Christian education where God is present in the daily life and work of the College
- Co-education from Early Learning to Year 12
- Service to others
- Non selective entry
- Individual focus on each student achieving their personal best
- Strong community connection

OPERATIONAL PHILOSOPHY OF THE SCHOOL

The core work of Brindabella Christian College is to provide to students a high quality education through a Christian worldview, from the infant developmental stage to the completion of the secondary years.

The specialisation within the pre-primary, primary and secondary years of education is grounded in evidence, which indicates that these are the stages in which individuals are:

- most adaptive, responsive and open to learning
- forming their early concepts of self, other and identity
- forming strong attachments
- developing a moral framework and concept of the world and ways of life
- developing most rapidly in intellectual, physical, social and emotional terms

  Quality Education
  - Academic Programs, Pedagogy and Practice
  - Measurement of student value add – learning analytics and data analyses and tracking at individual student level
Organisational structure

- Faculties and functions review to align the structure to the delivery of the strategy and a quality education

Staff

- Implement robust staff appraisal and practice review mechanisms
- Invest in professional development and pastoral care to support ongoing College development and growth
- Recruitment of high quality staff to support the teaching and Christian philosophies of Brindabella Christian College and its future growth

Governance

Brindabella Christian College is governed by the Board of Directors. The Board has four (4) directors who are responsible for setting the strategic view, the schools’ policies, philosophy of the school and regulatory compliance.

Six (6) committees are operated by the Board –

- Governance and Risk
- Finance
- Resource Planning
- Education
- Futures, and
- Executive

The Principal, appointed by the Board, assumes overall responsibility for the day to day operation and management of the School.

The desire of the Board and the Principal is to appoint a College Psychologist to provide counselling, educational testing and therapy (using evidence based approaches) for students and their families across both campuses. The position will be based at Lyneham campus with the expectation of working with Charnwood students as required.

Role and Responsibilities of the College Psychologist

This is a new position for the College. It is expected that the successful applicant possesses the ability to set up a new service for Brindabella Christian College. As a minimum, five (5) years previous experience as a registered psychologist in an educational facility/school environment is required.

The College Psychologist is responsible to the Principal for the provision of professional services including education testing and counselling to students, parents and staff as required. The successful person will be a person who can work collaboratively with the Principal, the Board and the teaching staff to provide counselling services for students and their families which aim to enhance spiritual, social, academic and emotional development.
The primary purpose of the role is to service the needs of students at both campuses, to conduct educational testing and psychological assessment as required and to provide for the needs of a substantial number of Defence Forces families (72 students currently attending Brindabella), as well as students with special needs. In any school environment there will always be a number of students who will experience a range of academic, behavioural, developmental, emotional and social needs or challenges that can’t always be met by the teaching staff. It is an important part of the ethos of Brindabella Christian College that professional support is available and provided as needed to those who require it.

Applicants for the position of College Psychologist, Brindabella Christian College must be able to demonstrate high level performance against the following criteria:

**Essential Selection Criteria**

**Experience and Qualifications**

1. Have undertaken a four (4) year sequence of studies in psychology which is approved by the Australian Psychology Accreditation Council (APAC);
2. Be registered as a psychologist and be eligible for membership of the Australian Psychological Society (APS);
3. Demonstrated compliance with the APS ‘Code of Ethics’;
4. Minimum of five (5) years previous experience as a registered psychologist in an educational setting or school environment;
5. Have practical experience working with children, adolescents and their families;
6. Have knowledge of key issues in managing mental health within a school environment;
7. Have strong communication skills together with skills in empathy and support.

**Faith basis of employment**

8. Work within a Christian worldview with firm personal beliefs consistent with the Christian content within both the ‘Faith Basis of Employment’ statement that forms part of the College letter of offer and the Multi-Enterprise Agreement (both documents are available from the School’s website);
9. An active commitment to and involvement with a Christian church holding a doctrinal position consistent with the ‘Statement of Faith’. This is an essential condition and inherent requirement of appointment and continuing employment.

**Personal skills and attributes**

10. Strong ability to set up a new Psychology service for the School that includes educational testing, counselling, study skills and referral to others as necessary;
11. Capacity to balance the needs of confidentiality with the need to keep the relevant people informed;
12. Ability to prioritize competing demands;
13. Demonstrated effective communication with individuals, groups, parents and staff;
14. Capacity to regularly liaise with the Principal, the Defence Transition Aide, Executive staff, Pastoral care and teaching staff regarding recommendations and learning plans for students;
15. Demonstrated ability to maintain up to date, accurate and complete written records.

**The Qualities Required**

The successful applicant will have:

- Current registration as a Psychologist/professional qualifications;
- At least 5 years previous experience as a registered psychologist in an educational or school environment;
- Ability to demonstrate effective communication, organisational and administrative skills;
- Alignment to the ethos of Brindabella Christian College;
- Ability to establish and operate a psychology service suitable to the needs of the School;
- Cleared probity checks to work with students in a school setting;
- Capacity to engender a caring and supportive environment

**Terms of Appointment**

The working hours will be during term only. The appointee will be located at Lyneham campus with the expectation of working with Charnwood students as required.

The remuneration package includes an attractive annual salary commensurate with the applicant’s qualifications and experience. Consideration will be given to special superannuation arrangements and salary packaging.

There will be an annual review of remuneration and regular appraisal of performance based on agreed criteria. The initial appointment will be for a period of three (3) years which may be terminated by either party by giving a full school term’s notice.

It is envisaged that the appointee will be able to take up the position in July in readiness for the commencement of Term 3, 2016.

Reasonable relocation and removal expenses will be allowed and negotiated for the successful applicant if required.

The School reserves the right not to appoint to this role should a suitable candidate not be identified and/or to re-advertise the position or to fill the position by invitation.
Applications

Applicants for the position of College Psychologist, Brindabella Christian College are required to include in their application the following:

1. Full name

2. Professional qualifications

3. Broad details of past and current positions, with particular reference to the requirements of this position

4. Religious affiliation and any church activities

5. Other activities, interests and pursuits

6. Address to the stated selection criteria

7. The names, addresses and telephone numbers of three (3) work related referees from whom the selection panel may seek confidential information

8. Other personal information at the applicant’s discretion

Specific Position Enquiries (not lodgement) to:

Bruce Handley, Principal, Brindabella Christian College  Phone: +61 (2) 6247 4644

Lodgement of Applications

Applications should be marked CONFIDENTIAL and addressed to:

Brindabella Christian Education Limited Board
C/- Progressive Training (WA) Pty Ltd
PO Box 1854
GERALDTON WA 6530

Applications can be posted as per the address above or lodged electronically by email to:

ceo@progressivetraining.com.au

Closing Date:

Applications must be received in full before 5.00pm Western Standard Time on Monday 18 April 2016