



**BRINDABELLA  
CHRISTIAN  
COLLEGE**

**ENGLISH (SECONDARY) TEACHER  
TEMPORARY (12 MONTHS) FULL-TIME  
POSITION**

**RECRUITMENT APPLICANT INFORMATION PACK**



## **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 education and pastoral care. The College includes ELC to Year 12 and has a second, growing campus at Charnwood. It is one of a few 'mid fee' independent schools in Canberra offering a fully integrated educational program.

For almost forty years Brindabella Christian College, formerly the 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 Christian College now covers two campuses in Lyneham and Charnwood with over 170 staff and close to 1000 students.

Preparing young people in a rapidly evolving world which can be exciting, complex and sometimes 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 students success is via the offering of a high-quality, excellent education- 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.

### **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 world view that encompasses Academic, Arts and Culture, Languages (Mandarin), 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
- Upholding of traditional, conservative Biblical values
- Co-education from Early Learning to Year 12
- Service to others
- Non selective entry
- Individual focus on each student achieving excellence
- Strong community connection.

### **OPERATIONAL PHILOSOPHY OF THE SCHOOL**

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

In order to achieve this, the College is aiming to regularly review and improve academic programs, make changes to the organizational structure to best meet emerging needs, conduct regular staff reviews to improve targeting of professional development for staff, maintain pastoral care for students, and employ high quality staff to support the teaching and Christian philosophies of Brindabella Christian College and its future growth.

The College seeks to achieve student centered education by:

- Quality Education
  - Evidence based Academic Programs, Pedagogy and Practice
  - Measurement of student value add – learning analytics and data analyses and tracking at individual student level
  - Use of a Learning Management System (Schoolbox)
- Staff
  - Recruitment of high quality staff to support the teaching, administration 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 five (5) directors who are responsible for setting the strategic view, the schools' policies, philosophy of the school and regulatory compliance.

Five committees are operated by the Board –

- Executive
- Finance Committee
- Governance and Risk Committee
- Futures and Resource Planning Committee
- Education Committee.

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

## FAITH BASIS OF EMPLOYMENT

Appointment to this position is conditional upon you having and retaining during the term of the appointment a firm personal belief consistent with the Statement of Faith attached to your letter of offer from the College. This is inclusive of an active commitment to and involvement with a Christian Church holding a doctrinal position consistent with the Statement of Faith, this being an essential condition and inherent requirement of your appointment and continuing employment.

Should you cease to have a firm personal belief consistent with the Statement of Faith or cease to maintain an active commitment to and involvement with an appropriate Christian Church you must inform the Principal immediately. In such an event the College may terminate your employment opportunity summarily in accordance with the provisions outlined in your letter of appointment.

## ENGLISH (SECONDARY) TEACHING POSITION

We are seeking exceptional people to join our College in the following English (Secondary) teacher position. The position is temporary and full-time at the Lyneham and/or Charnwood campuses.

## POSITION DESCRIPTION / RESPONSIBILITIES

At Brindabella Christian College all staff are expected to support the strategic direction of College, its Board, staff, students and families. They will:

- have experience in teaching the subject of English to students from Years 7 to 12
- display the ability to work as part of a small year-level team and more broadly within the established faculty of English
- possess relevant and up to date knowledge of the Australian English curriculum

- have relevant and up to date knowledge of a range and variety of English texts (including classics and contemporary works)
- support the Christian ethos of the College
- provide a stimulating learning environment, effective teaching and appropriate assessment
- integrate ICT into the learning experiences of students in the classroom
- exhibit good classroom control which allows each child to learn unimpeded by others
- expect high standards of achievement commensurate with student ability
- maintain accurate, evidence informed reporting of each student's progress, within College policy
- ensure accurate student attendance records are maintained
- display proper care and use of College resources and facilities
- attend and participate in regular, relevant College meetings and activities
- engage in professional learning to support the learning goals of the College
- refer problems about students requiring follow-up to the appropriate staff member
- maintain registration as a teacher in the ACT with the Teacher Quality Institute and maintain ACT Working With Vulnerable People accreditation
- comply with relevant legislative requirements, codes of ethics and conduct established by regulatory authorities and the College
- maintain professional reading and learning to ensure awareness of best practice
- lead or support a co-curricular program
- have creativity, flexibility and adaptability
- perform other duties as required by the Principal.

## **ROLE RESPONSIBILITY**

Classroom teachers are directly responsible to the Head of Faculty or Head of Pastoral Care.

## **TEACHING DUTIES**

Teaching duties will be assigned by the Principal, or her delegate, and will be stated in the employment contract.

## **APPRAISAL / REVIEW CONDITIONS**

All teaching staff will undertake regular performance appraisals.

## **ESSENTIAL SELECTION CRITERIA**

### **QUALIFICATIONS, KNOWLEDGE AND EXPERIENCE REQUIRED**

No more than two pages addressing the following criteria:

- Have sound and current knowledge of English teaching in a secondary setting
- Experience in teaching the subject of English to students from Year 7 to 12

- Possess the ability to work as part of a small year-level team, and more broadly within the established faculty of English
- Apply Australian (English) Curriculum knowledge and evidence based teaching methods which facilitate successful student learning
- Have relevant and up to date knowledge of a range and variety of English texts (including classics and contemporary works)
- Provide an organised and challenging program to the needs of students and consistent with the aims and objectives of Christian Education
- Use a range of effective teaching methods, taking into account individual learning styles and differentiation
- Encourage students to achieve excellence
- Regularly assess and provide constructive evidence-based feedback on students' work, including use of formative and summative assessment strategies
- Regularly monitor, review and respond to the effectiveness of the learning program
- Possess demonstrated creativity, flexibility and adaptability.

### **FAITH BASIS OF EMPLOYMENT**

- Demonstrated ability to ensure that the Biblical World view is integrated into the curriculum and teaching based on the infallible Word of God
- Act consistently with the Christian content within the 'Faith Basis of Employment' and the 'Lifestyle Agreement and Intention to Continue' statements within the College letter of offer and the Multi-Enterprise Agreement (all documents are available from the School's website).

### **DESIRABLE SELECTION CRITERIA**

- Secondary teaching experience noting new graduates are encouraged to apply
- Familiarity with Christian Schools Australia God's Big Story 2.0

### **PERSONAL SKILLS AND ATTRIBUTES**

- Active participation in a church community
- A passion for teaching
- A sense of trust and honesty
- Energy, enthusiasm and a willingness to grow
- Team spirit and loyalty
- Excellent time management skills
- Excellent communication skills both written and verbal
- Can work well independently and as part of a team
- Lead or support a co-curricular program.

## **TERMS OF APPOINTMENT**

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 regular performance based appraisal (see page 4) on agreed criteria. This appointment is temporary and full-time with a 6 month probationary period.

It is envisaged that the appointees will be able to take up these positions on 29 July 2019 in readiness for the commencement of Term 3, 2019 (or as soon as possible there after) until the end of Term 2, 2020.

The College reserves the right to fill the positions by invitation or to re-advertise these positions.

## **OTHER DOCUMENTS**

Please note that the following documents are available on the College website for your reference:

1. Faith Basis of Employment Statement
2. Lifestyle Agreement and Intention to Continue Statement
3. Multi Enterprise Agreement

## **APPLICATIONS**

Applicants for the position of English (Secondary) Teacher, Brindabella Christian College are required to include in their application the following:

1. Full name
2. Qualifications
3. Religious affiliation and any church activities
4. Broad details of past and current positions specifically related to the advertised position
5. Address all stated essential selection criteria and responsibilities
6. Other activities, interests and pursuits
7. The names, addresses and telephone numbers of three (3) referees from whom the selection panel may seek confidential information

## **SPECIFIC POSITION ENQUIRIES (NOT LODGEMENT) TO:**

Ms Stacey Kernaghan, Head of English, Brindabella Christian College Phone: +61 (2) 6247 4644

## **LODGEMENT OF APPLICATIONS**

Applications should be marked **CONFIDENTIAL** and addressed to:

Business Manager  
Brindabella Christian College  
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:  
[admin@progressivetraining.com.au](mailto:admin@progressivetraining.com.au)

## **CLOSING DATE**

Applications must be received in full before 5.00pm Western Standard Time on Friday 5 July 2019. Interviews are expected to be held shortly thereafter.