



BRINDABELLA CHRISTIAN COLLEGE

CANBERRA

BRINDABELLA

CHRISTIAN

COLLEGE

COLLEGE PSYCHOLOGIST

RECRUITMENT APPLICANT INFORMATION PACK



WISDOM



INTEGRITY



SERVICE



EXCELLENCE

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, in and through Christian Education.

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. In 2012 the College extended its offer to include Early Learning Centres (ELC) to Year 12 and in 2014 commenced a second campus. 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 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 Charnwood and Lyneham with over 80 teachers and 950 babies, children and young people currently enrolled. Our students are taught to pursue a life of wisdom, integrity, service and excellence in and through Christian Education.

Preparing young people in a changing 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 world view 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
- 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 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 Biblical worldview, from the infant developmental stage to the completion of the secondary (College) 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
- Staff
 - Recruitment of high quality Christian staff to support the teaching, administration and Christian philosophies of Brindabella Christian College and its future growth. There is approximately 180 teaching and non-teaching staff, with a number of staff working across both campuses.

GOVERNANCE

Brindabella Christian College is governed by the Board of Directors. The Directors are responsible for setting the strategic view, the schools' policies, philosophy of the school, implementation 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 Board appoints the Principal and Business Manager who assume overall responsibility for the day-to-day operation and management of the School.

The College would like to appoint a School / 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 SCHOOL / COLLEGE PSYCHOLOGIST

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, predominately at the Lyneham campus, to conduct educational testing and psychological assessment as required and to provide for the needs of a substantial number of Defence Forces families (around 70 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 six (6) year sequence of studies in psychology which is approved by the Australian Psychology Accreditation Council (APAC);
2. Be registered as a psychologist and a member of Australian Health Professionals Regulatory Authority (AHPRA) and be eligible for membership of the Australian Psychological Society (APS);
3. Demonstrated compliance with the APS 'Code of Ethics';
4. Minimum of three (3) 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 Biblical 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 continue the existing 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 Mentor, 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 3 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 maintain 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 appointee will be located at Lyneham campus with the expectation of working with Charnwood students as required.

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

There will be a regular appraisal of performance based on agreed criteria. The initial appointment will be for a period of three (3) years.

It is envisaged that the appointee will be able to take up the position from mid-September 2019 or as negotiated.

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 School / 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 TO:

Keturah Jones
Deputy Principal
Brindabella Christian College Phone: +61 (2) 6190 7300

LODGEMENT OF APPLICATIONS

Applications should be marked CONFIDENTIAL and addressed to:

Principal
Brindabella Christian College
136 Brigalow Street
Lyneham ACT 2602

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

jobs@bcc.act.edu.au

Applications must be received in full no later than Sunday 14 September 2019