RICHMOND CHRISTIAN COLLEGE

Selection Criteria and Position Description

Position Title: **Secondary CAPA Teacher**

Commencing: **Term 1 2027**

Responsible to: **Principal**

Applications close on Friday 27 November 2026 at 3pm however suitable applicants will be interviewed as applications are received.

All applications with supporting documents to be emailed to: employment@richmond.nsw.edu.au

Essential Criteria:

- Relevant/Equivalent qualifications in accord with NSW Education Standards Authority (NESA) requirements.
- Maintaining a faithful walk as a disciple of the Lord Jesus Christ including an active involvement with a local Christian church.
- Commitment to Christ centred education and ability to equip students to live as disciples for God's glory consistent with our Statement of Faith, Vision and Mission Statements.
- Highly developed written and verbal communication skills.
- Understanding of relevant child protection legislation.
- Current Working with Children Check clearance.
- Current First Aid Certificate.

Selection Criteria:

- Demonstrated commitment to collaboration and teamwork.
- Demonstrated excellence in teaching and learning, including behaviour management and the integration of technology into the classroom.
- Demonstrated commitment to continued professional learning.
- Demonstrated experience and excellence in nominated Key Learning Areas.

Personal Attributes

- Consistently displays a love for Jesus and others.
- Values initiative and flexibility.
- Consistently displays integrity, humility and wisdom.

RICHMOND CHRISTIAN COLLEGE

Position Description

Position Objective

To deliver high quality educational outcomes in accordance with the College's mission and Ballina Christian Education Association Ltd vision and objectives.

Vision Statement

A Christ centred learning community exploring and impacting God's world.

Mission Statement

To assist parents in the nurture of their children, by providing a Christ-centred, biblically grounded, academically rigorous and culturally relevant education that instils a sense of identity, purpose and hope in students that equips them to live for God's glory.

Inherent Requirements of Employment

- Leading and taking part in daily devotions with staff and/or students
- Leading and taking part in prayer with staff and/or students
- Demonstration of all core values and key elements as outlined in the College's vision, mission and staff attributes
- Personally and continuously upholding the Christian Faith/Conduct principle within the Staff Code of Conduct
- Applying the gospel values contained in the College's vision and mission to the relationships, activities and conversations that form the daily life of the College community.

Schedule of Duties

- Prepare and deliver teaching programs that maximise outcomes for students founded on a Christian worldview that incorporates Biblical theology into the curriculum in accordance with the College's ethos and the Australian Professional Standards for Teaching.
- Establish and maintain a Christ centred, safe and courageous learning environment that maximise outcomes for students.
- Maintain a Professional Learning Plan, involving regular reviews with members of the College Executive.
- Undertake training in Christian education.
- Participate as a member of the Richmond Christian College team to support the overall goals and objectives of the College.
- Ensure that all College policies and government legislative requirements are adhered to, including the reporting of incidents and compliance with Work Health and Safety and Child Protection legislation.
- Participate in staff meetings and student progress meetings.
- Participate in promotional events and evenings for the College.
- Participate in roster requirements including playground duties, and other administrative functions.
- Participate in formal and informal professional development courses during non-term time.
- Represent the College in a manner that is consistent with the aims and objectives of the Ballina Christian Education Association Ltd.
- Complete allocated tasks and directives on time and to the expected standards.

Performance Appraisal

Performance Appraisal is conducted continually within the individual's Professional Learning Plan and in accordance with the Australian Professional Standards for Teaching.

*** This description presents the major responsibilities required for this job title. The position may require the performance of additional duties as assigned. ***