



BRINDABELLA
CHRISTIAN COLLEGE

CANBERRA

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EARLY CHILDHOOD TEACHER – FULL-TIME
RECRUITMENT 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, in and through Christian Education.

BACKGROUND

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 Central and Norwest. 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 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 students success is via the offering of a high-quality Christian education.

The College supports Christian families, and those sympathetic to the Christian worldview, to raise their children in a safe and caring environment. The school partners 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 Central Campus caters for children from 3 years of age through to Year 12 and, the Norwest Campus caters for babies and children aged 6 months of age to Year 6.

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 (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
- 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 students a high-quality education through a Christian worldview, from the infant developmental stage to the completion of the secondary years.

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 Directors 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 Board appoints the Director who assumes overall responsibility for the day-to-day operation and management of the Early Learning Centre's and Out of School Hours Care Services.

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 Director and/or Board immediately. In such an event the College may terminate your employment opportunity summarily in accordance with the provisions outlined in your letter of appointment.

TEACHING POSITION – EARLY CHILDHOOD TEACHER

We are seeking an exceptional person to join our College as an early childhood teacher. The position is full-time.

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:

- Support Educational Teams in upholding and engaging in the provision of a Christ-centered education through the WISE vision and philosophy and in accordance with the National Quality Framework (NQF) National Quality Standards (NQS) and Regulatory requirements
- Take responsibility for the implementation of the Educational Program, for the day-to-day communication with parents at the Service and uphold the management-directed standard of the Service
- Support their team in delivering an excellent standard of education to the children, focusing on the main curriculum areas of Biblical Living, Literacy, Numeracy, STEM, The Arts and secondary languages
- Provide support to BCC ELC staff in consultation with their teams, the Director and Coordinator
- Support and actively uphold the Christian ethos of the College
- Provide a current and stimulating learning environment, which is supported by current practice and pedagogy, effective educational approaches and appropriate assessment
- Integrate ICT into the learning experiences of students in the classroom
- Exhibit classroom management strategies, which allow each child to learn unimpeded by others
- Maintain accurate, evidence informed reporting of each student's progress as per regulatory and EYLF requirements
- 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 current and best practice
- Perform other duties as required by the Director and Coordinator

ROLE RESPONSIBILITY

The Early Childhood Teacher, reports to and operates under the general direction of the Director of ELC, and interacts with Coordinators, Lead Educators and Co-workers.

APPRAISAL / REVIEW CONDITIONS

Bi-Annual Performance Review, with the first occurring around six (6) months.

Attendance at Meetings and Professional Development

- Attendance at meetings as required.
- Participation in professional development and training activities

A plan for your Professional Development in the coming 12 months (and beyond) will be determined with the Director of Early Learning Centres.

Other duties

It should be noted that, while detailed, this job description is not exhaustive and the Board or the Director may at their discretion vary the responsibilities of the Early Childhood Teacher as required. Employees will also be required to follow any other job-related instructions and school policies, and to perform other job-related duties requested by their manager to support the school's compliance with its legislative obligations. The manager may, through consultation with the employee, vary the responsibilities of the position temporarily as required, but within the skills and responsibility levels appropriate to the position.

QUALIFICATIONS, KNOWLEDGE AND EXPERIENCE REQUIRED

ESSENTIAL SELECTION CRITERIA

Qualifications

- Bachelor of Education in Early Childhood Education or ACECQA recognised equivalent
- Current approved First Aid Certificate
- Current Mandatory Reporting
- Current WWVP Clearance or ability to gain prior to commencement of employment

Knowledge, Skills and Experience

- Work collaboratively with Director ELC and other staff
- A commitment to the BCC Statements of Faith, Vision, Mission and Values
- Enjoy working with young children and have sensitivity to their vulnerabilities
- Demonstrated knowledge of effective educational programs and assessment
- Excellent communication with staff, parents, babies and small children
- Apply EYLF, The Developmental Milestones, NQF and NQS knowledge, through evidence based educational programs which facilitate successful student learning
- Provide and support an organised and challenging program to meet the individual needs of students, consistent with the aims and objectives of Christian Education.

- Use a range of effective educational approaches, taking into account individual learning styles and differentiation

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

1. teaching experience, noting new graduates are encouraged to apply
2. Full Covid -19 Vaccination

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

TERMS OF APPOINTMENT

- The ordinary hours of work are 38 hours per week. Actual times are negotiable. Four weeks annual leave.
- Salary and other conditions will be in line with the ACT Christian Schools [Teaching Staff Multi-Enterprise Agreement 2020](#). The salary classification for this position will depend on qualifications and experience.
- Ongoing employment is subject to satisfactory performance in bi-annual reviews. The first shall be at 6 months at the conclusion of the probation period.
- Travel may be required between the Lyneham and Charnwood campuses.

Applicants for the position of ELC Early Childhood Teacher are required to demonstrate high-level performance against the stated selection criteria, submit a copy of their curriculum vitae and include in their application the following information:

1. Full name
2. Academic and professional qualifications
3. Religious affiliation and any church activities

4. General details of past and current positions specifically related to the duties of this position.
5. Address to the stated selection criteria
6. The names, addresses and telephone numbers of three (3) referees from whom the selection panel may seek confidential information. These should include:
 - i. The Employer/Organisation in which the applicant is currently employed.
 - ii. A person who can report on the person's academic and professional background.
 - iii. A person who can report on the applicant's status as a member of a Christian church.
7. Other personal information at the applicant's discretion

Specific Position Enquiries to:

Mrs Tammy Brown

Ph: +61 (2) 6190 7371

Lodgement of Applications:

Applications should be marked CONFIDENTIAL and addressed to:

Tammy Brown
136 Brigalow Street
Lyneham ACT 2602

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

TammyBrown@bcc.act.edu.au

Closing date:

Applications must be received in full by 19 June 2022. Interviews are expected to be held shortly thereafter.