



CATHOLIC EDUCATION
Archdiocese of Canberra & Goulburn

Hope, Joy, Wonder

Where All Are Welcome

Principal Opportunities

Who are we?

Catholic Education, Canberra and Goulburn (CE) is a leading education provider in the Canberra and southern NSW region.

CE comprises 29 schools and 8 early learning centres in the ACT and 27 schools in NSW that educate around 21,000 students. The Catholic Education Office (CEO) serves and leads schools across the Archdiocese. The Archdiocese covers both the ACT and a large part of NSW, with our schools extending from Pambula on the south coast to Crookwell in the north through to Lake Cargelligo in the west.

CE purpose

To be faith filled Catholic learning communities of hope, joy and wonder where all are welcome and inspired to grow to their potential.

CE vision

Jesus Christ, our greatest teacher, calls us to share and witness to our Catholic Faith and Tradition, build inclusive communities and deliver contemporary quality learning opportunities for every person.

To learn more about our System and individual schools visit our website [here](#)

Principal support

CE makes every effort to ensure that new Principals are supported and fully equipped to undertake the role for which they have been selected. We are unique in terms of the level of support and development provided through our comprehensive Foundation Principal Program (FPP), induction process and mentoring program. Additionally, CE has a Principal Professional Development Program (PPDP) and runs a number of professional development courses each year including the annual Archdiocesan Principal's Retreat, System Days and networking opportunities.

Leading in Catholic schools

Catholic Education expects Principals of Catholic schools to display a sense of responsibility, authenticity, presence, personal and professional growth across the below three leadership requirements and five leadership practices of the Leadership Framework.

As a leader in our schools, Religious Education (RE) Accreditation allows schools, colleges, and the Catholic Education Office community to respond fully to the Archbishop's invitation and authorisation to work, teach and exercise leadership in Catholic Education. In essence, the Archbishop mandates staff in Catholic Education to proclaim the Gospel message within the Catholic tradition in Christ's name. Hence, RE accreditation is required for all those who work, teach or lead in Catholic Education in the Archdiocese of Canberra and Goulburn.

[Click here](#) to link to CE's RE Accreditation policy.

What type of applicant are we looking for?

The below three requirements are fundamental to who we are looking for to fill the role of a Catholic Principal in our System.

1. Vision and values

We are looking for Catholic Principals who can articulate their vision of Catholic Education.

2. Knowledge and understanding

We are looking for Catholic Principals who are well versed in the latest research and developments, and show competency in their areas of expertise (pedagogy, curriculum, assessment and reporting, student wellbeing, relevant national policies, practices and initiatives as well as relevant federal and state/territory legislation, agreements and policies).

3. Personal qualities and social interpersonal skills

We are looking for Catholic Principals who exhibit emotional intelligence, empathy, resilience and personal wellbeing in their leadership.

Additionally Principals in our System need to be able to demonstrate the following five leadership practices.

1. Leading teaching and learning

We need our Principals to demonstrate they take responsibility for developing a positive culture of challenge and support. Enabling effective teaching that promotes enthusiastic, independent learners, committed to lifelong learning.

2. Developing self and others

We need our Principals to demonstrate they are committed to building capacity through their own professional development and by supporting all staff through managing performance, providing access to effective continuing professional growth opportunities and giving regular high quality feedback through the Leadership Emphasis. This includes the delegation of tasks and accountabilities in ways that promote the leadership of others.

3. Leading improvement innovation and change

We need our Principals to demonstrate they manage and lead innovation and change to ensure the school's vision and strategic plan is put into action and that goals and intentions are realised. Catholic Principals draw upon the support of others and develop a sense of agency in the improvements they are driving.

4. Leading the management of the school

We need our Principals to demonstrate they use a range of management methods and technologies to ensure that the school staff, budget and resources are efficiently organised and managed around the principles of subsidiarity.

5. Engaging and working with the community

We need our Principals to demonstrate they develop and maintain positive partnerships with students, families and carer's, the local church and the wider school community. This supports a culture of high expectations around inclusivity and the wellbeing of all.



Eligibility and application requirements

Applicant Eligibility

- Demonstrate an active Catholic faith commitment.
- Have the appropriate RE accreditation or make a commitment to undertake post graduate study in RE during the first contract period.
- Show evidence of performing successfully in leadership positions in Catholic schools.

Principals have direct contact with children and it is therefore child-related work for the purposes of:

- a) in the ACT, Working with Vulnerable People (WWVP) (Background Checking) Act 2011; and/or
- b) in NSW, Child Protection (Working with Children Check) (WWCC) Act 2012.

Your application is conditional upon you having the appropriate valid and current registrations required for the role.

- a) Teaching in the ACT – Valid TQI registration.
- b) Teaching in NSW – Valid NESA accreditation.

How to Apply

Applications must include:

- Covering letter including statements against the requirements as outlined on the previous page
- Curriculum Vitae (CV).*
- At least four (4) referees.
- External candidates must provide copies of academic qualifications.
- Applications should be submitted on-line. You need only to submit **one** application for your preference for one or more of the vacancies.

*The covering letter and CV together should not exceed 15 pages.



Our Archdiocese

- Remote Schools
- Metro Schools
- Regional Schools
- Coastal Schools

