



**CONCORDIA**  
COLLEGE

# Application Guidelines

Various teaching roles - 2025

**extraordinary**



## Motto

*Fortiter in Re,  
Suaviter in Modo*

Firm in Principle,  
Gentle in Manner.

## Our Vision

Inspiring and equipping hearts, hands and minds for a world of possibilities.

## Our Mission

We aim to provide a vibrant education, rich in opportunities, delivered within a caring, supportive environment, empowered by the love of Jesus Christ. We seek to inspire young people to actively engage in lifelong learning, achieve their best and become global citizens who serve with an open heart.

## What We Value

- Our compassionate and connected community.
- Serving others in response to the love of God.
- Nurturing high quality teaching and learning.
- Excellence in a spirit of humility and grace.
- Creativity and innovation.
- Caring for the environment as stewards of God's creation.
- A global perspective shaped by hope and courage.
- Resilience in embracing challenges.
- Our unique heritage.

# Background

## The College

Concordia College has a rich history as an academic and caring school, encouraging and supporting young people to be successful, independent learners.

Our school was established in 1890 in Murtoa, Victoria as a boys' college and training ground for future pastors and teachers. Fifteen years later, it moved to Highgate, a beautiful leafy suburb just 5km south east of Adelaide's CBD.

In 2016, Concordia College and St John's Lutheran School in Highgate, joined together as one College (ELC to Year 12). We amalgamated with St Peters Lutheran School at Blackwood, adding a third campus in January 2023.

- St Peters Campus, Blackwood – ELC to Year 6
- St John's Campus, Highgate – ELC to Year 6
- Concordia Campus, Highgate – Year 7 to Year 12

The ongoing development of the IB curriculum framework, the Australian curriculum, SACE, VET and the continuing exploration of new ways to use digital technologies in support of student learning are important components of the Strategic Plan of Concordia College. All students have access to a digital device. Current enrolment is approximately 550 students from ELC – Year 6 and 900 students from Years 7 – 12.

## The Curriculum Frameworks

### ELC

The Early Learning Centres (ELC) provide a safe and nurturing environment and is the first step into education at Concordia College from 3 years of age.

### YEARS R – 6

The Primary Schools offer the International Baccalaureate Primary Years Programme (IB PYP). It aligns with the Australian Curriculum.

### YEARS 7 - 9

The Middle School has offered the International Baccalaureate Middle Years Programme (IB MYP) since 2000. It aligns with the Australian Curriculum.

### YEARS 10 - 12

Students complete the South Australian Certificate of Education (SACE). VET opportunities are supported.

These curriculum frameworks all promote student-centred learning and the development of independent learning skills designed to equip young people with life-long qualities that extend beyond the classroom into the community. Many school-organised service activities support this.

# Unlocking Futures

## Inspiring students to achieve their personal best

The world for our learners is rapidly changing. The way in which human beings work, learn, socialise, interact with the environment and connect with others and technology, in both their local and global communities, is constantly transforming. Young people who are creative, problem-solvers, collaborative, resilient, and ethically and critically aware will be best placed to explore the possibilities that exist in their worlds.

The purpose of our Unlocking Futures learning framework is to embed key learning principles into our learning and teaching, programs and practices that empower students to develop the knowledge, capabilities and dispositions to flourish in their worlds, both now and in the future.

This Framework puts best practice methodology at the centre of every class, by every teacher, in all learning environments across ELC-12.

Unlocking Futures benefits every student through three key intentions:

### Connecting Learners

to learning experiences that are collaborative, consistent and connected to local and global communities. These experiences are grounded in authenticity and relevance.

### Empowering Learners

to be partners in shaping their learning through voice, choice and action.

### Challenging Learners

to take risks and overcome obstacles. This is facilitated through developing and engaging students' strengths, interests and wellbeing strategies.



# unlocking futures in action

## Instructional Model

### Our Vision

Inspiring and equipping hearts, hands and minds for a world of possibilities

### Strategic Intent

**Connecting Learners** to learning experiences that are collaborative, consistent, connected to communities and grounded in authenticity and relevance

**Challenging Learners** to take risks and overcome obstacles through developing and engaging their strengths, interests, and wellbeing strategies

**Empowering Learners** to be partners in shaping their learning through voice, choice, and action

### Learning Intentions and Success Criteria:

Statements relating to what students are learning, the purpose of their learning and what achievement 'looks like' are used to challenge and empower students

### Structure and Routines:

A consistent learning structure and set of routines are used to support student engagement, reduce cognitive load and assist the development of self-management, and emotional regulations skills

### Relationships and Expectations:

A safe learning environment is established through modelling respectful relationships and upholding consistent expectations

### Inquiry:

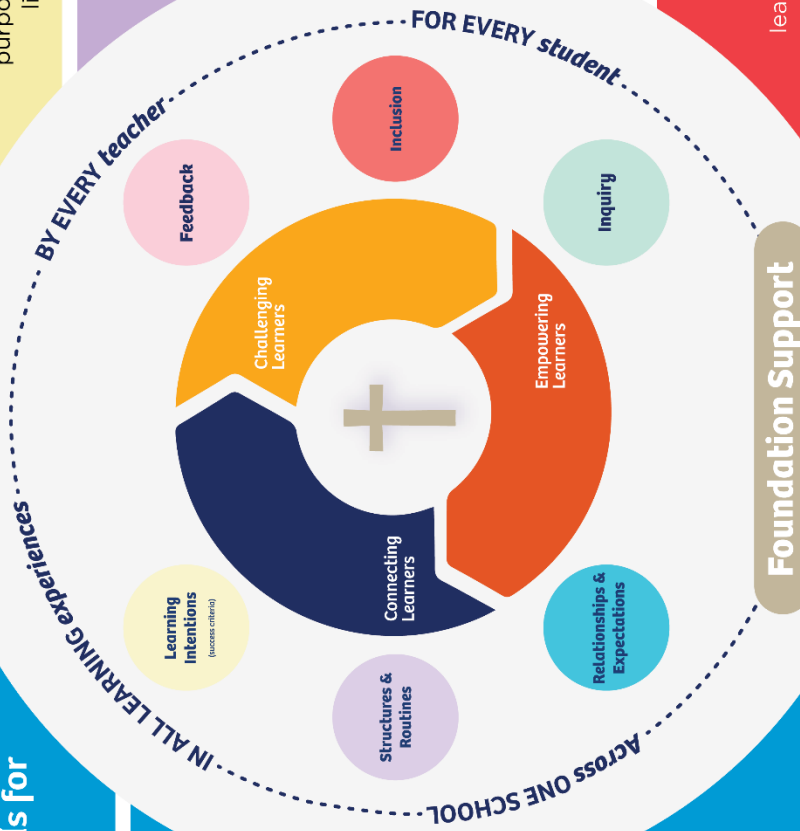
Questions and authentic provocations are used to engage students in constructing knowledge, developing skills, and applying their understanding

### Inclusion:

Strategies, activities, and interventions are selected, adjusted and used to support the engagement and progress of every learner based on their strengths, interest and needs

### Feedback:

Diverse, regular and timely feedback opportunities are provided for students in assisting them to understand their learning performance and the next steps in achieving progress



# Position Overview

## Teaching

Teachers at Concordia College facilitate high quality learning within a supportive community whose culture is underpinned by the values and ethos of Lutheran Education. A teacher's priority is to ensure that learning is engaging and relevant and is carried out in a safe and supportive environment and within the context of the Mission, Vision and Values of the College. The vision for the College's Instructional Model is to embed evidence-based principles into teaching and learning in order to realise the College's strategic intent to connect, challenge and empower every learner.

Teachers at Concordia College support the wellbeing of students through building positive relationships, and most teachers on the Concordia Campus (Years 7-12) have a Home Class. They actively involve themselves in 'College Life', assisting in the delivery of extracurricular programs and attending Chapel and College events.

Teaching at Concordia College is underpinned by the IB PYP, IB MYP and the SACE curriculum frameworks, and expertise in these areas should be clearly indicated in your application.

## Learning Area Coordinator – Humanities

**Ongoing, full time teaching position with a 3-year leadership position tenure**

**Commencing January 2025**

The Learning Area Coordinator is responsible for the leadership, development, implementation and continuous improvement of a high-quality and contemporary Year 7 – 12 Humanities curriculum offering.

The Learning Area Coordinator – Humanities will:

- support and embed the IB MYP and SACE philosophies and frameworks
- support the implementation of the College's Instructional Model, and other strategic intentions
- demonstrate a strong understanding, openness and commitment to contemporary and authentic approaches to teaching and learning, and support colleagues to implement these in the Humanities learning area
- develop and maintain external professional and industry connections
- be wellbeing-focused, with a commitment to supporting the development of the 'whole student'
- collaborate with other Learning Area Coordinators and other Leaders as required
- build connections with the St John's and St Peters Campuses (ELC-6)
- demonstrate a strong commitment to the ethos, values and principles of Lutheran education, and model the College's values in all interactions

This position provides release time to fulfil the responsibilities associated with the LAC role and a teaching load of approximately 0.8FTE, which may include a Home Class. Involvement in co-curricular and extra-curricular activities is required.

# Position Overview

## **Year 7 Home Class Teacher – Mathematics & Science**

**Ongoing, full time**

**Commencing January 2025**

Due to enrolment demand, we are seeking a dedicated and enthusiastic Year 7 Home Class Teacher to join the Concordia Campus in 2025. The successful candidate will be responsible for teaching Mathematics & Science to their Year 7 Home Class, as well as Mathematics and/or Science in Years 7-12. This is an exciting opportunity to join an exceptional team that is dedicated to connecting, challenging, and empowering every learner in its community.

The Year 7 Home Class Teacher – Mathematics & Science:

- is wellbeing-focused, and committed to supporting students to achieve success, particularly those in their allocated Home Class
- builds strong, positive, and professional relationships with students, parents, and colleagues
- ensures that teaching and learning is facilitated in a safe and inclusive environment, and within the context of the Mission, Vision and Values of the College
- contributes to the design and implementation of engaging learning programs that encourage enthusiasm for learning, underpinned by the College's Instructional Model and the IB MYP/SACE curriculum frameworks
- works collaboratively with the Year 7 Home Class Team and Learning Area Teams
- actively contributes to co-curricular and extra-curricular activities
- demonstrates a strong commitment to the ethos, values and principles of a Lutheran school

## **English Teacher – Years 7-12**

**Ongoing, full time**

**Commencing January 2025**

Concordia College is seeking a dedicated and enthusiastic English Teacher to join the Concordia Campus in 2025. The successful candidate will be responsible for delivering contemporary and engaging English Lessons to Years 7-12, with the capacity to teach SACE Stage 2 English Literary Studies. This is an exciting opportunity to join an exceptional team that is dedicated to connecting, challenging, and empowering every learner in its community.

The English Teacher – Years 7-12:

- builds strong, positive and professional relationships with students, parents, and colleagues
- ensures that teaching and learning is facilitated in a safe and inclusive environment, and within the context of the Mission, Vision and Values of the College
- is wellbeing-focused and committed to supporting the wellbeing of students, particularly those in an allocated Home Class
- contributes to the design and implementation of engaging learning programs that encourage enthusiasm for learning, underpinned by the College's Instructional Model and the IB MYP/SACE curriculum frameworks
- works collaboratively within the English Learning Area Team
- actively contributes to co-curricular and extra-curricular activities
- demonstrates a strong commitment to the ethos, values and principles of a Lutheran school

# Position Overview

## **Science Teacher – Years 7-12**

**Ongoing, full time**

**Commencing January 2025**

Concordia College is seeking a dedicated and enthusiastic Science Teacher to join the Concordia Campus in 2025. The successful candidate will be responsible for delivering contemporary and engaging Science Lessons to Years 7-12, including SACE Stage 2 Biology. The ability to also teach Mathematics will be viewed favourably. This is an exciting opportunity to join an exceptional team that is dedicated to connecting, challenging, and empowering every learner in its community.

The Science Teacher – Years 7-12:

- builds strong, positive and professional relationships with students, parents, and colleagues
- ensures that teaching and learning is facilitated in a safe and inclusive environment, and within the context of the Mission, Vision and Values of the College
- is wellbeing-focused, and committed to supporting students to achieve success, particularly those in their allocated Home Class
- contributes to the design and implementation of engaging learning programs that encourage enthusiasm for learning, underpinned by the College's Instructional Model and the IB MYP/SACE curriculum frameworks
- works collaboratively within the Science Learning Area Team
- actively contributes to co-curricular and extra-curricular activities
- demonstrates a strong commitment to the ethos, values and principles of a Lutheran school

## **Drama Teacher – Years 7-12**

**Ongoing, approximately 0.8FTE**

**Commencing January 2025**

Concordia College is seeking a dedicated and enthusiastic Drama Teacher to join the Concordia Campus in 2025. The successful candidate will be responsible for delivering a contemporary and engaging Drama program across Years 7-12. This is an exciting opportunity to join an exceptional team that is dedicated to connecting, challenging, and empowering every learner in its community.

The Drama Teacher – Years 7-12:

- builds strong, positive and professional relationships with students, parents, and colleagues
- ensures that teaching and learning is facilitated in a safe and inclusive environment, and within the context of the Mission, Vision and Values of the College
- is wellbeing-focused, and committed to supporting students to achieve success, particularly those in their allocated Home Class
- contributes to the design and implementation of engaging learning programs that encourage enthusiasm for learning, underpinned by the College's Instructional Model and the IB MYP/SACE curriculum frameworks
- works collaboratively within the Drama Learning Area Team
- actively contributes to co-curricular and extra-curricular activities
- demonstrates a strong commitment to the ethos, values and principles of a Lutheran school



# Applications

The Role Description and Application Form for this position can be accessed on the College website, [www.concordia.sa.edu.au](http://www.concordia.sa.edu.au), under 'About' / 'Employment'. If there are any questions about the position or the application process, please contact Reception, who can put you in touch with the appropriate person.

Applications can be posted, lodged in person or emailed to [employment@concordia.sa.edu.au](mailto:employment@concordia.sa.edu.au)

**Applications close 9.00am Thursday 18 July 2024.**

Attention to:

Mr Paul Weinert  
Head of College – Concordia College  
24 Winchester Street  
Highgate SA 5063

Applications should include the following:

- a completed Concordia College **Employment Application Form** (available from the College website)
- a brief **covering letter** outlining the applicant's interest in undertaking the advertised position
- an up-to-date **resume** which addresses the selection criteria outlined in the Role Description (no more than three pages in length)
- a chronological summary of qualifications and positions held
- names and contact details of **three referees**, preferably one of whom is a Minister of Religion.
- please attach a copy of your current Teachers Registration certificate (for teaching positions), a copy of declared qualifications including academic transcripts (as applicable), current RRHAN-EC, WWCC & First Aid certificates.



# Selection Process

The selection panel regards the selection process as a confidential two-way communication process involving applicants and the panel.

The selection panel reserves the right to contact relevant referees contained in the application form and any who have not been nominated by the applicant. Applications that are incomplete may not be considered further.

Applicants will be selected for interview by the selection panel based on the assessment of their written application and details included in the general application form completed by all candidates.

Applicants selected for an interview will be provided with additional information prior to the interview.

Applicants should be aware that interviews will be conducted at the Concordia College on dates to be determined by the selection panel. Interviews with interstate applicants will be conducted via video call.

In the first instance the respective merits of each of the applicants will be assessed against their written application. The interview panel will assess responses to questions asked at the interview, and performance on any other task which may form part of the selection process.

The selection process will be conducted by the selection panel with complete confidentiality.

Applicants should note that they may be required to undergo medical and/or psychological assessment prior to being appointed to the position.



# extraordinary

Visit [concordia.sa.edu.au](http://concordia.sa.edu.au)  
Highgate and Blackwood — ELC - Year 12

**St John's Campus (ELC-Year 6)**

20 Highgate Street  
Highgate SA 5063  
t. 08 8271 4299  
CRICOS: 00360J

**St Peters Campus (ELC-Year 6)**

71 Cumming Street  
Blackwood SA 5051  
t. 08 8278 0800  
CRICOS: 04084C

**Concordia Campus (Year 7-Year 12)**

24 Winchester Street  
Highgate SA 5063  
t. 08 8272 0444  
CRICOS: 00360J

e. [mail@concordia.sa.edu.au](mailto:mail@concordia.sa.edu.au)  
w. [concordia.sa.edu.au](http://concordia.sa.edu.au)

**Firm in Principle, Gentle in Manner**

