



# SOUTHERN HIGHLANDS CHRISTIAN SCHOOL

## HEAD OF MATHEMATICS FULL-TIME or PART-TIME (.8) 2026

Applications close 10<sup>th</sup> September 2025

Southern Highlands Christian School is seeking a passionate and experienced school leader, who is deeply committed to Christian education, to join our High School team as the Head of Mathematics.

As the Head of Mathematics at SHCS, you will have the opportunity to guide and inspire your team of Christian educators, while fostering a nurturing and faith-based environment for our students. You will collaborate with teachers and other stakeholders, and partner with parents, in developing and implementing effective strategies to grow a love of learning in our students, and encourage them to pursue excellence in service to the community and in learning outcomes.

At SHCS you will experience a rewarding opportunity to be a positive influence on the lives of children and our school community, delivering the curriculum from a Biblical perspective and caring pastorally for students to ensure each individual is known, seen and loved. You will enjoy a variety of opportunities for professional and spiritual growth, while thriving in a collegial and supportive environment.

Southern Highlands Christian School is a nurturing community that provides challenging, engaging, Christ-centred learning to equip students to flourish in the world. We are a distinctly and explicitly Christian Preschool to Year 12 co-educational day school with almost 400 students, located in Bowral in the beautiful Southern Highlands.

We are committed to supporting our valued staff members at SHCS. To facilitate a smooth transition, we will assist with relocation expenses if required. Furthermore, as part of our dedication to professional development, our staff are encouraged to attend relevant, purposeful external learning opportunities and conferences.

Application form and role description is available via <https://shcs.nsw.edu.au/join-us-as-a-teacher>

## Role Statement

Role commences January 2026

The Head of Mathematics is responsible for upholding the School's purpose in their area of responsibility, coordinating programs of work across the Mathematics area,

ensuring that content is taught which meets NESA requirements and reflects the embedding of a Biblical worldview. This will require significant involvement in curriculum development, planning, and reflective and adaptive classroom practice.

You will be supported by the Head of High School and Director of Studies in your leadership of curriculum development and pedagogical improvement, with additional resources from the Head of Learning Support and Gifted Education. This role includes the administrative oversight of our small PDHPE department.

As a Head of Department you will participate in professional development initiatives at the whole school level, and plan and lead professional learning within your team. You will also implement a child safe culture, ensuring strong parent partnership that supports our community, share in staff devotions, and be involved in the wider life of the school.

### **Key Responsibilities:**

- Coordination of programs of work across your KLA relating to classroom activities.
- Leadership of the development, implementation and evaluation of teaching and learning programs.
- Significant involvement in collaborative planning, professional learning and induction, mentoring and development of KLA teachers, facilitating sharing and learning knowledge and skills with and from peers/other teachers.
- Development of your staff team to ensure delivery of quality teaching to your students. Ensure all curriculum, teaching programs and assessment procedures are compliant with NESA requirements and that curriculum content is taught from a biblical perspective.
- Ensure quality assessment practices are implemented within the faculty.
- Provide an effective climate of learning that fosters academic achievement, actively exploring ways to differentiate learning experiences and assessment in the classroom.
- Establish and maintain a child safe and positive classroom culture that fosters clear student behavioural learning and discipline expectations aligned to the school's Student Code of Conduct.

### **General Responsibilities:**

- Ensure a Biblical worldview shapes your leadership, and teaching and learning practices. Check that programs and assessments encourage students to think Biblically about your subject area(s) and are challenged to develop and use their gifts wisely.
- Work in collaboration with other Heads of Department to lead quality teaching at the school, and liaise with Learning Support staff to ensure teachers provide students with the appropriate additional support they may require.
- Ensure teachers implement effective practices to monitor student progress and academic standards within the guidelines set by the school.

- Participate in and lead professional learning activities (including during PD Week events) to enhance your own and your team's teaching practice through a framework of feedback and continued professional growth.
- Ensure you maintain a proper work/life balance to support your own wellbeing and that of your team.
- Report any concerns regarding the wellbeing of students to the Head of High School.
- Ensure all deadlines are met, informing the HoHS of any variances, and leaving appropriate student work for covering staff when absent from the school.
- Lead student school events, along with maintaining a positive uniform culture at all times.
- Lead staff team meetings to improve teaching and learning quality and practices and collaborate with staff members in the development of their understanding.
- Work cohesively with staff, being subject to relevant authority in line with the organisational structure of the school, to promote collaborative relationships between teachers, students and parents.
- Lead staff devotions, be involved in the wider life of the school and help to instil positive culture across the High School.
- Communicate directly with parents when and where appropriate, managing any parent concerns in accordance with school policies and procedures.
- Use technology, where appropriate, to improve teaching and learning processes

### Key Requirements:

- Committed Christian of a evangelical persuasion actively involved in the life of their local church.
- Able and willing to sincerely affirm the **School's Statement of Faith**, modelling a lifestyle that reflects Christian practice and beliefs in their everyday life.
- Genuine passion for, and capabilities in Christian Education, suitably qualified, and NESA accredited in NSW.
- Ability to teach Extension 1 and Extension 2 is an advantage.
- Ability to lead, mentor and develop a team, and develop a culture of learning.
- Competent in the use of technology as it relates to the education programs.
- Good interpersonal and communication skills; and an appreciation for and understanding of the unique development needs of students and the significance of spiritual, social and emotional learning to personal growth, wellbeing and academic engagement.
- A current Working with Children Check.
- A commitment to your own professional learning and to making contributions to the broader Christian Education community, including willingness to undertake post-graduate studies as appropriate.

## What We Offer

- Two weeks' Professional Development each year (January and July).
- Dedicated Induction Day in January (for new staff).
- Support package of programs and mentoring for those new to the profession, and mentoring for all new staff.
- A supportive, caring Christian environment.
- Onsite gym and Fitness Passport.
- Subsidised study with National Institute of Christian Education.
- Assistance with relocation costs if needed.

### Work Health and Safety

The school is committed to providing a healthy and safe workplace for everyone. All staff have a responsibility to take reasonable care for their own safety and that of everyone else at school or involved in school activities. As such you must comply with reasonable Workplace Health and Safety instructions, policies and procedures, including the provision of care to students within the scope of your role. You will also participate in school safety, such as by completing risk assessments, addressing hazards and reporting safety incidents.

The school reserves the right to modify and adjust role descriptions to meet its operational and strategic needs.