



KINROSS WOLAROI
— SCHOOL —

Science Teacher

Candidate Information Pack

Closing Date: 5 October 2025

September 2025



About Kinross Wolaroi School

Kinross Wolaroi School is a co-educational, independent day & boarding school of the Uniting Church. The School has a proud tradition of educating young people in its regional context and has been doing so for more than 140 years.

With a strong history of excellent academic results along with a diverse co-curricular program, Kinross Wolaroi School is a non-selective school with over 1,000 students (including more than 330 boarders in Years 7 to 12), located in the regional centre of Orange, NSW. We firmly believe that the enjoyment of learning and the wellbeing of our students are paramount. Our students learn to think independently and develop a sense of authenticity that will be valuable in a world that is constantly evolving.

The School has two main campuses. The main campus, called *Wolaroi*, is a picturesque campus of 20 hectares and accommodates the main teaching facilities as well as the boarding facilities for boys boarding. A second campus, called *PLC*, is located approximately five kilometres west of the main campus (on the opposite side of the city of Orange) and houses the girls' boarding facilities, a number of staff residences, a recreation and examination centre, an outdoor swimming pool and playing fields.

All classroom activities (the normal school day activities) for all students enrolled in Pre-K to Year 12 occur on the Wolaroi Campus. The main campus also includes a performance theatre, an auditorium, a sports complex including gymnasium and indoor swimming facilities, a medical centre as well as five playing fields.

For more information on our School, please visit www.kws.nsw.edu.au.



POSITION OBJECTIVES & RESPONSIBILITIES

The Science Teacher will be an experienced and passionate teacher of science joining a diverse and dynamic Science Department. The Science Teacher will have a proven capacity to work collaboratively and collegially, keen to share creative pedagogy and resources amongst faculty staff. In the classroom, they will be innovative and passionate about the teaching and learning of all aspects of science.

The Science Teacher can expect to liaise with:

- The Principal
- The Executive Director, Head of Senior School
- The Executive Director, Learning & Wellbeing
- The Head of Science
- Staff
- Students
- Parents



POSITION DESCRIPTION

Duties related to the position include, but are not limited to the following:

Key Word	Duties
Teaching	<ul style="list-style-type: none">• Teach a full-time teaching load of 45 periods out of 60 periods per cycle• Teach science Years 7- 12• Facilitate effective learning opportunities for students of science.• Assess students on their understanding of the content and skills which are specified in the science curriculum.• Teach other subjects as required to fulfil a full-time teaching load• Contribute to the planning and programming of the curriculum
General	<ul style="list-style-type: none">• Work collaboratively within the Science Faculty, including resourcing, programming and assessment development• Have responsibility for a mentor/ tutor group• Undertake playground and other supervision duties
Co-Curricular	<ul style="list-style-type: none">• Undertake an average of 5.5 hours per week to contribute to the co-curricular program.
Other Duties	<ul style="list-style-type: none">• Attend to any other matters deemed appropriate for the position and consistent with the skills of the incumbent as directed by the Executive Director, Learning & Wellbeing, Executive Director, Head of Senior School and Head of Department.

Professional Review

This position description as outlined above is intended as a framework for professional review. The School reserves the right to alter roles and responsibilities requirements as required.

Reporting

In all matters concerning their employment, all employees are ultimately responsible to the Principal. However, in relation to this role, for practical purposes these functions are delegated to the Executive Director, Head of Senior School and Executive Director, Learning & Wellbeing. For day-to-day operational matters the position will be responsive to the directions of the Head of Department (the Supervisor).



SELECTION CRITERIA

General Expectations for staff at Kinross Wolaroi School:

- Support for the culture of an Independent Uniting Church School is an essential prerequisite for all employees, including a willingness to support the Mission, Vision and Values for the School.
- Serve as good ambassadors of the School. This includes conducting oneself in accordance with the professional standards of the School, including being well-groomed and professionally attire.
- Take an active interest in the general life of the School – supporting policies, procedures, aims and objectives to facilitate the day-to-day operation of, and promote a high quality of education within, the School.
- Attend staff meetings and training when required.
- Ensure all students and parents are provided with a quality service in a timely, efficient, and friendly manner.
- Maintain professional confidentiality concerning information about staff and/or students and their families.
- Act as a member of a team, developing and supporting the philosophy and ethos of the team.
- Ensure that all documents are prepared and presented in accordance with the School's *Style Guide*

Essential Knowledge, Skills and Attributes

- Ability to be self-directed, as well as succeed and thrive in a collaborative team environment.
- Excellent problem solving, organisational and time management skills.
- Strong communication skills.

Essential Professional Criteria

- A university degree in a relevant discipline with associated qualifications in Education.
- Ability or willingness to teach Stage 6 Physics.
- Ability to teach Science courses Stages 4 to 6.



- Knowledge of NSW Science curriculum (or equivalent).
- Knowledge of the National Curriculum.
- Enthusiastic approach to teaching and learning.
- High levels of classroom competence.
- High-level literacy skills.
- An ability to integrate and utilise ICT effectively within the classroom.
- A high standard of organisational and time management skills.
- Ability to work in a dynamic team environment and proven ability to relate to staff, students and parents.
- Willingness to be involved in our diverse co-curricular program.

Desirable Criteria:

- Experience teaching in at least one additional stage 6 Science subject (Biology, Chemistry, EES, Investigating Science or Science Extension)
- Experience in writing and marking stage 6 assessments



Working with Children Clearance

The *Child Protection (Working with Children) Act 2012 (NSW)* applies for anyone working in child related employment. It is expected that a verified Working Children's Check Clearance will be provided before commencement of duty for any role at the School and that the employee will ensure this clearance is maintained and updated as required whilst ever employed at KWS.

Workplace Health & Safety

- Be informed of and comply with WHS legislative and associated requirements (as employer makes information available, employee is to take steps to understand how it applies to self).
- Observe Kinross Wolaroi School WHS Protocol.
- Identify WHS information and training needs for self.
- Be involved in WHS projects according to priorities set by consultative processes and management direction.
- Comply with WHS initiatives as directed and agreed with management and consultative processes.
- Comply with safe work procedures as instructed by supervisor or manager.
- Comply with legal and reasonable instructions from employer representatives.
- Report all hazards, accidents and incidents to your supervisor and comply with WHS committee recommendations.



APPOINTMENT CONDITIONS

Employment will be offered on the basis of a permanent, full-time role commencing 01 January 2026.

Employment will be offered subject to a period of probation, defined as six months in accordance with the Fair Work Act 2009 (Cth). The terms of employment are governed by the *Independent Schools (Teachers) Cooperative Multi-Enterprise Agreement 2025 (CMEA)* as it applies from time to time, or any industrial instrument that replaces the MEA.

Comprehensive terms and conditions of appointment will be the subject of a separate employment agreement.

Right to Work in Australia

Kinross Wolaroi School is not in a position to sponsor entry into Australia. In applying for an Australian based position, you will be expected to already have a valid Australian work permit (permanent residency or applicable work visa). Information on Australian visas and working entitlements are available from the Department of Immigration.



APPLICATION

To make a confidential enquiry about the position, please contact the Human Resources department on recruitment@kws.nsw.edu.au.

Before submitting your application, please ensure:

- You have carefully reviewed the position description and you understand the role you are applying for. Ensure that the role is suited to your skills, experience and qualifications.
- You use the cover letter to provide insight into not only what you have achieved but also who you are. This is the School's first opportunity to assess your suitability for the position.
- You have addressed the Essential Criteria (2 pages maximum).
- Your CV clearly outlines your qualifications (including the institution and the date completed), career history and current contact details.
- You have included at least two referees at the end of your CV. Please provide referees names and current positions. Referees will not be contacted without your prior agreement.

Cover letter and CV can be submitted to recruitment@kws.nsw.edu.au

or addressed to

Human Resources

Kinross Wolaroi School

Locked bag 4

Orange NSW 2800

Preferred applicants will be screened in accordance with Child Protection legislation