



KINROSS WOLAROI
— SCHOOL —

Head of Senior School

Term 1, 2027

Candidate Information Pack

Closing Date: 7 August 2026

June 2026



A message from the Principal, Mr Timothy Kelly

I am delighted to invite applications for the position of **Head of Senior School** at Kinross Wolaroi School.

This is a role that sits at the very heart of school life – shaping the experience of students, guiding staff, and setting the tone for culture, expectations and belonging across Years 7 to 12.

Kinross Wolaroi is a school with deep heritage and a strong sense of community, but it is also a school looking forward – embracing innovation, strengthening its academic performance, and building a culture where every student is known, challenged and supported.

Our Senior School is vibrant, diverse and complex. It includes a significant boarding cohort, a wide-ranging co-curricular program, and a student body drawn largely from regional and rural communities. It is a place of energy, opportunity and responsibility.

We are seeking a Head of Senior School who can:

- lead with clarity and presence
- build strong, respectful relationships with students and staff
- set consistent expectations and uphold standards
- foster a culture where young people can flourish

This is an opportunity to lead a significant part of the School and to make a tangible difference in the lives of students and the broader community.

Kinross Wolaroi is a community where the Senior School experience is central to shaping the character, capability and aspirations of young people.

Mr Timothy Kelly

Principal



About Kinross Wolaroi School

Kinross Wolaroi School is a co-educational, independent day and boarding school of the Uniting Church. The School has a proud tradition of educating young people in its regional context and we have 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 approximately 1,000 students (including more than 330 boarders in Years 7-12), 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 our boy boarders. The 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 and supporting infrastructure (including staff residences, recreation centre, outdoor swimming pool, tennis courts 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.

About Orange

Kinross Wolaroi School is located in Orange, New South Wales – a vibrant and sophisticated regional centre widely recognised as one of Australia's most desirable places to live and work.

Set among rolling hills, vineyards and rich agricultural land, Orange offers a unique blend of professional opportunity, community connection and exceptional lifestyle. The region continues to experience steady growth across key industries including health, education, agriculture, professional services and advanced manufacturing.

Orange has built a national reputation for its award-winning **food and wine scene**, its thriving **arts and cultural community**, excellent **healthcare and education infrastructure** and a strong sense of **regional identity and connection**.

The city is regularly recognised in national liveability rankings and frequently features in media as one of Australia's leading regional destinations for both families and professionals seeking a high quality of life.



For those relocating, Orange offers:

- a genuine work-life balance
- access to quality schooling and childcare
- a safe and welcoming community
- proximity and connection to Sydney (~3.5 hours by car, ~45 mins by plane), Canberra (~3 hours by car), Brisbane and Melbourne (~1.5 hours by plane) while retaining a strong regional character

For many of our staff, living and working in Orange is not a compromise – it is a deliberate and highly rewarding choice.

Why join Kinross Wolaroi?

This role offers the opportunity to:

- Lead a large and dynamic **Senior School (Years 7-12)**
- **Shape student culture, wellbeing and engagement** at a critical stage of development
- Work within a school that values **both academic achievement and development of the whole person**
- Engage deeply with a **boarding community central to the School's identity**
- Contribute to a school with strong connections to its **regional and rural context**
- Be part of a leadership team committed to **continuous improvement and innovation**



The Role

PURPOSE

The Head of Senior School:

- Leads the pastoral, behavioural and wellbeing framework for the Senior School
- Supports strong academic engagement and student achievement
- Ensures a safe, disciplined and supportive environment
- Fosters a culture of respect, responsibility and belonging
- Contributes to whole-school leadership and strategic direction

KEY RESPONSIBILITIES

Area	Responsibilities
Strategic and Operational Leadership	• Contribute to whole-school leadership, planning and decision-making. • Provide advice to the Principal on student wellbeing, behaviour and policy matters. • Ensure compliance with policies, procedures and regulatory requirements. • Support critical incident management and risk processes where required.
Senior School Leadership	• Ensure effective day-to-day operation Years 7-12. • Lead school culture, tone and expectations. • Maintain discipline systems that are fair and consistent. • Lead the Director, Wellbeing to effectively develop and implement leading practice in wellbeing approach and programs, focussing on links between high-quality teaching and learning and high-quality wellbeing within the School's context. • Provide line management and oversight of the Health Clinic.
Student Wellbeing and Culture	• Lead and manage the School's pastoral care and student wellbeing programs across Years 7–12. • Oversee student case management, ensuring appropriate care and support for individual needs. • Work closely with Head Mentors and wellbeing staff to maintain consistent pastoral practices.



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Area	Responsibilities
	• Promote a positive and inclusive culture that supports student belonging and wellbeing • Address behavioural and cultural issues (including complex cohort dynamics). • Implement a pro-active and contemporary wellbeing program that addresses students' intellectual, social, emotional, cultural and physical growth and development across the K-12 continuum. • Develop staff capacity for age-appropriate proactive, protective, and preventative wellbeing delivery across the K-12 continuum. • Working closely with the Executive Director, Learning, the Executive Director, Head of Junior School, and the Director, Learning Systems to understand student academic performance and develop connections between high quality learning and high-quality wellbeing. • Support the School's wellbeing teams, including but not limited to, Head Mentors, Year/Stage Co-ordinators, Junior School Co-ordinators, Chaplain, Counselling team and Indigenous Education team. • Ensure that record keeping of all student concerns is maintained appropriately and is in line with the School's Duty of Care. • Oversee the operational processes to support an outstanding Stage 3 to Stage 4 transition, including allocation of Day Houses for students, etc.
Teaching and Learning Environment	• Support a culture of academic effort, accountability and aspiration • Promote high engagement and strong student outcomes. • Work closely with the Deputy Principal, Executive Director, Learning & Wellbeing and the Head of Teaching & Learning.
Staff Leadership	• Lead and support the Senior School pastoral care team, including Head Mentors and Year Co-ordinators. • Provide guidance, mentoring and professional support to staff. • Foster a collaborative, high-performance team culture. Support staff wellbeing and professional growth.



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Area	Responsibilities
Student Programs and Enrichment	• Oversee the delivery of key student programs, including leadership, service learning and co-curricular initiatives. • Assist with the leadership of major programs such as camps, activities weeks and student leadership structures. • Support transition and orientation programs for new students. • Promote student participation in the broader life of the School
Boarding and Co-Curricular Integration	• Work closely with Boarding and Co-Curricular leaders • Ensure holistic student experience across: ○ academic ○ boarding ○ co-curricular life
Community Engagement	• Build strong partnerships with parents and the wider School community. • Act as a key point of contact for Senior School parent concerns and enquiries. • Manage complex parent relationships effectively. • Represent the Senior School at events and in communications. • Support initiatives that strengthen community engagement and identity. •
Compliance and Duty of Care	• Ensure student safety and wellbeing at all times. • Lead the management of Critical Incidents within the Senior School, including acting as Chief Warden, ensuring clear coordination, communication and adherence to emergency and WHS protocols during preparedness, response and recovery phases • Maintain compliance with child protection and WHS requirements



Candidate Profile

ESSENTIAL EXPERIENCE

- Proven leadership in secondary education
- Strong pastoral leadership capability
- Experience managing staff and complex student issues

PROFESSIONAL CAPABILITIES

- Deep understanding of adolescent development
- Strong relational leadership
- Clear behavioural and cultural leadership
- Sound judgement in sensitive situations

PERSONAL CHARACTERISTICS

- Authentic, visible leader
- Calm and confident under pressure
- Empathetic yet firm
- Strong communicator

CONTEXTUAL FIT

- Experience in:
 - co-educational environments
 - boarding (highly desirable)
 - regional school communities



Application Process & Appointment Conditions

We aim to make the recruitment process both thorough and engaging.

Application Stage	Process
Step 1 – Application	Please submit: • A covering letter (maximum 2 pages) • A current CV (maximum 5–6 pages) Your application should speak to: • your leadership experience • your approach to student wellbeing and culture • your philosophy of education Submit via: recruitment@kws.nsw.edu.au <i>*Please note that we may begin reviewing applications and conducting interviews prior to the advertised closing date. As such we encourage interested candidates to apply as soon as possible.</i>
Step 2 – Initial Conversation	Shortlisted candidates will be invited to a discussion with the Principal (and/or nominated panel members) to explore: • leadership approach • experience in similar contexts • alignment with the School's values
Step 3 – School Visit and Interview	Candidates will be invited to Orange for: • A panel interview • A campus tour • Informal interactions with staff
Step 4 – Final Stage	Final candidates may be asked to: • Participate in a second conversation with the Principal • Provide referees (contacted only with consent)



TIMELINE

- **Applications open:** 26 June 2026
- **Applications close:** 7 August 2026
- **Appointment:** 1 January 2027, by negotiation

APPOINTMENT CONDITIONS

- Position of Responsibility (maximum-term)
- Teaching component required
- Full-time equivalent leadership role
- Total Remuneration Package (TRP) commensurate with experience, the scope and scale of the role and with reference to regional educational market benchmarks.

To make a confidential enquiry about this exciting, please contact the School's Human Resources team at recruitment@kws.nsw.edu.au, and we will reach out to find a suitable time to discuss.