



ST PATRICK'S COLLEGE  
**PRINCIPAL APPOINTMENT  
INFORMATION PACKAGE**



19  28

ST PATRICK'S COLLEGE

ADMINISTRATION  
BRO. P.I. HICKEY BUILDING

# St Patrick's College, Strathfield

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## About Us

St Patrick's College, Strathfield is an independent Catholic boys' school in the Edmund Rice tradition, founded by the Christian Brothers in 1928. Educating young men from Years 5 to 12, the College is proudly recognised as A Beacon for Boys' Education and is now preparing to celebrate its centenary in 2028.

The safety, wellbeing, and holistic development of every student sit at the heart of College life. Our child safeguarding practices are rigorous, contemporary, and continually reviewed, ensuring a safe and inclusive environment where student voice is valued and respected.

St Patrick's is a school intentionally designed for boys; their learning, spirituality, wellbeing and growth as young men shape every aspect of our mission. Guided by our motto, *Luceat Lux Vestra* (Let Your Light Shine), we encourage each student to discover his gifts and allow his unique talents to flourish.

Learning and teaching at the College are driven by innovation, creativity and relevant pedagogy. Staff are supported to embrace new ideas and deliver an education that prepares students for a dynamic and rapidly changing world.

As part of Edmund Rice Education Australia (EREA), the College belongs to a national network of 54 schools and an international community spanning more than 20 countries through Edmund Rice Education Beyond Borders. Grounded in the four EREA Touchstones; Liberating Education, Gospel Spirituality, Inclusive Community, and Justice and Solidarity, we strive to be a community where every person feels welcomed, accepted and valued.

St Patrick's College, Strathfield is a vibrant, faith-filled community with a proud history and a bold vision for the future. As we move toward our centenary year in 2028, we seek a Principal who will lead with purpose, inspire excellence and guide the College into its next century of forming faithful and inclusive young men for a changing world.

## Access Our Policies, Plans and Publications

For comprehensive information about the College's direction, governance, and operations, including our Strategic Plan, policies, and official publications, please visit the [SPC website](#).

# Position Description

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**Position:** Principal, St Patrick's College, Strathfield

**Reports to:** Chief Executive Officer (CEO) of EREA NSW Colleges Ltd

**Organisation:** St Patrick's College

**Contract tenure:** 5 years contract + 5 years on review

**FTE:** 1.0 (Full-time)

**Level of Contact with Children:** Full contact (*In accordance with Child Safeguarding Standards Framework*)

**Location:** Strathfield, NSW

**Direct Reports:** Nine

**Approval Date:** June 2026

## Vision

Founded in values espoused in the Gospel, Edmund Rice Education Australia seeks to transform the hearts and minds of young Australians through education to build a more just and inclusive local and global community through presence, compassion, and liberation. Edmund Rice Education Australia (ERA) is a system of Catholic schools in the Edmund Rice tradition, operating nationally. In all we do, we operate with Clarity, Accountability and Transparency.

## Context

ERA Colleges NSW Ltd (EREANSWC) is a company limited by guarantee established by the Member, Trustees of Edmund Rice Education Australia, (TEREA) to lead seven Colleges in New South Wales. EREANSWC is responsible for the strategic direction, financial management and legal obligations of its schools. Strict line-of-sight governance arrangements must be in place.



# Key Responsibilities and Accountabilities

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Principals within New South Wales are employed by EREA Colleges NSW Ltd. It is a key role within the organisation and requires diversity and flexibility in order to undertake the duties and responsibilities associated with the position.

The Principal is responsible for:

## 1. Identity Leadership by

- giving witness to the faith life of the Catholic Church;
- providing spiritual, religious and theological leadership for the school community;
- articulating the values, vision and mission of the College and EREA;
- ensuring the safety of children by establishing and implementing child protection safeguarding preventative procedures according to annually reviewed, locally developed, contextually appropriate policies that are consistent with EREA and relevant state/territory legislation;
- promoting a child safe culture and environment in accordance with the requirements of relevant state/territory legislation;
- providing appropriate opportunities for formation programs for staff;
- integrating the Charter for Catholic Schools in the Edmund Rice Tradition and its Touchstones in the life of the College;
- developing a school culture of rituals and practices which reflect being a Catholic school in the Edmund Rice Tradition;
- promoting the rich heritage of the Christian Brothers in Australia;
- making provision for the implementation of the Religious Education requirements of the (Diocesan) Bishops;
- advocating for the poor and marginalised in accord with the Strategic Direction of EREA;
- creating opportunities for student involvement and voice in the life of the College.



# Key Responsibilities (continued)

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## 2. Educational Leadership by

- providing leadership in the development of a school-based curriculum which promotes the holistic development of young people;
- enabling effective teaching that promotes lifelong learners;
- ensuring a safe and inclusive place of learning for all young people with particular attention given to those with specific learning needs;
- providing regular feedback to the College Advisory Council and broader College community on educational outcomes based on an explicit improvement agenda informed by evidence, feedback and data;
- promoting a culture of learning and continuous improvement amongst staff through appropriate professional development;
- establishing high expectations for staff in relation to child safety, the EREA Code of Conduct, pedagogy, assessment and reporting;
- implementing a curriculum which integrates the Charter for Catholic Schools in the Edmund Rice Tradition and its Touchstones in the life of the College;
- ensuring that the College complies with statutory requirements and relevant state/territory legislation in regard to the delivery of the curriculum;
- being actively involved in appropriate professional associations and other external bodies;
- collaborating with parents and carers in the educational wellbeing of young people;
- demonstrating opportunities for students to be engaged in the development of their learning journey.



# Key Responsibilities (continued)

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## 3. Community Leadership by

- demonstrating a strong commitment to child safety by modelling and reinforcing attitudes and behaviours that value and respect all children and young people;
- safeguarding exemplary child safe standards and practices in accordance with relevant state/territory legislation;
- nurturing a culture of collaboration, team and co-creation;
- ensuring parents, carers and relevant communities participate in decision making processes that affect the safety and wellbeing of the children and young people in the College;
- providing for appropriate care of staff;
- upholding the school's duty of care of all young people;
- ensuring the highest standards of a child safe institution;
- promoting and maintaining a quality learning and teaching environment underpinned by high expectations of behaviour and positive relationships in the College community;
- inducting and providing ongoing training for staff in the areas of:
  - the EREA Code of Conduct
  - child safe practices in accordance with relevant state/territory legislation
  - best practice in pedagogy
  - spiritual and faith formation
  - capacity building and mentoring
  - workplace health and safety
  - relevant compliance training; and
- engaging parents and carers as active members of the school community.

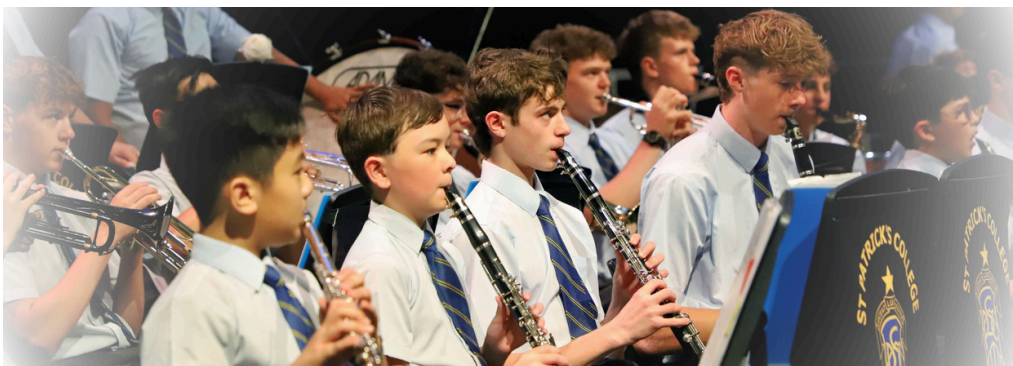


# Key Responsibilities (continued)

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## 4. Administrative Leadership by

- ensuring the College actively engages in annual attestation of all relevant State/Territory and Commonwealth regulatory requirements;
- managing College finances in accordance with the College's Strategic Directions and Priorities and the annual budget within EREA frameworks;
- providing a vision in the development, implementation and review of the College's Strategic Plan and Priorities, Master Plan and Business Continuity Plan;
- appointing and terminating staff (exclusive of the Deputy Principal and Business Manager however so named) in accordance with applicable industrial agreements;
- ensuring all staff, relevant volunteers, and contractors receive induction and ongoing training and refresher training in child safety and wellbeing in accordance with the requirements of relevant state/territory legislation;
- planning and providing, with the College Advisory Council, facilities best suited to the pastoral and learning needs of young people;
- ensuring compliance with the EREA Child Safeguarding Standards which are in compliance with the recommendations of the Royal Commission into Institutional Responses to Child Sexual Abuse and the National Catholic Safeguarding Standards;
- ensuring all relevant state/territory legislative requirements and obligations regarding reportable conduct and mandatory reporting are strictly adhered to;
- securing and maintaining College property;
- ensuring compliance with all relevant EREA specific policies;
- ensuring compliance with EREA's Risk Management Framework;
- admitting young people in accordance with the enrolment policy of the College and the EREA Student Inclusion policy;
- keeping parents and carers regularly informed of student progress and College events;
- seeking ways to keep the local community engaged with the College;
- working co-operatively with the College Advisory Council;
- working co-operatively with EREA both nationally and regionally; and
- working co-operatively with local and Catholic Education Commissions and Offices.



# Key Responsibilities (continued)

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## 5. Strategic and Operational Leadership by

- developing, articulating and sharing a compelling strategic vision for the College that aligns with our mission.
- providing a vision in the development, implementation and review of the College's Strategic Plan and Priorities, Master Plan and Business Continuity Plan;
- managing College finances in accordance with the Strategic Directions and Priorities of the College and EREA NSW;
- delivering the annual budget within EREA NSW frameworks
- ensuring the College is compliant in all regulatory requirements;
- appointing and terminating staff (exclusive of the Deputy Principal and Business Manager however so named) in accord with applicable industrial agreements;
- planning and providing, with the College Advisory Council and EREA NSW, facilities best suited to the wellbeing and learning needs of young people;
- securing and maintaining College property;
- ensuring compliance with all relevant EREA NSW specific policies, including child safety and Risk Management;
- ensuring enrolment practices reflect EREA ethos and values;
- ensuring high quality communications with all stakeholders;
- seeking ways to keep the local community engaged with the College;
- working collaboratively with EREA NSW networks, College Advisory Council and local Catholic Education Offices; and
- any other reasonable duties and tasks that may be assigned by the Chief Executive Officer from time to time.



# Selection Criteria

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## Key Selection Criteria

In the selection of a Principal, Edmund Rice Education Australia NSW Colleges Ltd is seeking to appoint an educator and administrator of the highest calibre who is called to serve and utilise their gifts in bringing to life the mission of our Church through Catholic education in the Edmund Rice tradition.

## Essential Criteria

The successful applicant will:

- be able to demonstrate an understanding of the charism of Blessed Edmund Rice as articulated in the Charter for Catholic Schools in the Edmund Rice Tradition
- have a minimum of five years teaching experience in a Catholic school
- have relevant teaching qualifications and post graduate qualifications in Education, Leadership, Religious Education or Theology
- be able to demonstrate a high level of competency in the domains of leadership (as outlined in the Duties and Responsibilities/Role Description)
- demonstrate an ability to authentically lead a Catholic community in the Edmund Rice tradition, as evidenced by a strong commitment to the teachings and values of the Catholic Church and EREA, leading the religious life of the school, and building a vibrant Catholic identity within the College community.

## Desirable Criteria

The successful applicant will:

- have successful experience in a leadership position at a senior level (e.g. Principal, Deputy Principal, College Dean, CEO, Senior Officer) in more than one educational setting
- have a proven ability to work in a collaborative environment as the leader of a senior team
- have experience in strategic and financial leadership in a school setting
- have experience in working with College Boards/Advisory Councils.



# Conditions of Employment

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## Remuneration

A competitive remuneration package will be negotiated with the successful candidate.

## Tenure

A five-year Contract is offered with the potential opportunity for a further Contract subject to satisfactory review.

## Technology/Communication Provisions

The College will provide the Principal with a mobile phone and laptop computer in order to fulfil their duties. Such items remain the property of the school and should be adequately maintained by the Principal.

## Salary Packaging

The Principal may enter a salary package arrangement, which will be in accordance with guidelines established by EREA NSW Colleges Ltd.

## Leave Entitlements

The Principal will have sick leave and long service leave entitlements equivalent to those offered to Catholic teachers by Award or Enterprise Agreement in New South Wales.

Long Service Leave portability is covered under the Intrastate/Interstate Catholic schools portability agreement.

Sick leave is portable between EREA schools nationally and arrangements relevant to the state of NSW.

## Professional Renewal Leave

Professional Renewal Leave shall be provided in accordance with policies and procedures adopted by the Employer. Ten weeks is available in each five-year Contract period subject to application approval by the Chief Executive Officer. It is expected that the Principal will undertake an approved cross-cultural immersion experience during the first Contract period, preferably in the third or fourth year.



# Application Process

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To apply for this role, please email your application directly to [ereacollegeshr@erea.edu.au](mailto:ereacollegeshr@erea.edu.au).

Please address your application to the Interim Director - Education, EREA NSW Colleges Ltd, Mr John Couani.

Further information regarding the role is available on the [EREA NSW Colleges website Careers | Edmund Rice Education Australia NSW](#)

Your application should include:

1. Current CV
2. Covering Letter, outlining reasons for your interest in and suitability for the position (2 pages max)
3. Written Statement, outlining your reflection on the five domains of leadership listed in the Key Responsibilities and Accountabilities of the Principal (5 pages max).

Please upload the application together in one PDF document.

Shortlisted candidates will be required to provide three nominated Referees, including a Priest Referee.

For a confidential conversation about the role, please contact Mr John Couani, Interim Director – Education (NSW), via email [ereansw@erea.edu.au](mailto:ereansw@erea.edu.au). For any enquiries about the process or submitting your application, please contact EREA Colleges Recruitment at [ereacollegeshr@erea.edu.au](mailto:ereacollegeshr@erea.edu.au).

## Closing Date

**5:00pm AEST Friday 26 June 2026**

The successful applicant must possess (or be eligible to obtain) and maintain a current Working With Children Check. All applicants will be subject to EREA and legislative screening procedures. These checks are consistent with EREA's commitment to child protection policies and procedures. Edmund Rice Education Australia is committed to ensuring the safety, wellbeing and dignity of all children and young people. Aboriginal and Torres Strait Islander people are encouraged to apply. Edmund Rice Education Australia is an Equal Opportunity Employer.



# EREA NSW Colleges Ltd. Expectations

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A commitment to the Catholic ethos in the Edmund Rice tradition.

Staff are required to read, understand and comply with all EREANSWC policies, procedures and reasonable direction, while demonstrating professional workplace behaviour in accordance with the EREA NSW Colleges Code of Conduct.

A valid Working with Children Clearance is an essential condition of employment.

## Child Safeguarding Responsibilities

EREANSWC is a child safe and child-centred organisation, committed to the protection of children and has zero-tolerance of any abuse of children. It is our commitment to ensure that each and every child and young person under our care is kept safe and free from all forms of harm and abuse.

EREANSWC is committed to ensuring the safety, wellbeing and dignity of all children and young people. Our physical and cultural environment promotes children and young people's feelings of inclusion, participation and empowerment.

You are required, as a condition of employment at EREANSWC, to comply with our Child Safeguarding Program, including our Child Safeguarding policies and procedures, the Code of Conduct, your legal obligations with respect to the reporting of child safety incidents or concerns, and in maintaining a valid and current Working With Children Clearance.

It is your responsibility to be aware of key indicators of child abuse and other harm, to be observant, and to raise any and all child safety incidents or concerns.

## Agreement

The requirements of this position description are intended to describe the general nature and responsibility of work in this position. These statements are not to be construed as an exhaustive list of all duties, tasks and skills required of the position. This position description should be read in conjunction with the employee's contract of Employment. Employees will also be required to follow any other position-related instructions and EREA NSW Colleges Ltd. policies, and to perform other position-related duties required to support EREANSWC's compliance with its legislative obligations. Through consultation with the employee, EREANSWC may vary the responsibilities of the position temporarily as required, but within the skills and responsibility levels appropriate to the position.