



College Deputy Principal
- Teaching & Learning

Candidate Information Pack 2027

WAVERLEY COLLEGE, WAVERLEY

Waverley College, Waverley

Waverley College is a Year 5-12 Catholic boys' school in the Edmund Rice tradition, situated in the Eastern suburbs of Sydney. The College has two campuses in close proximity to each other; Senior Campus (Year 7-12) and Junior Campus (Year 5-6) and has a current total enrolment of 1500 students. We seek to develop innovative learning, student formation and wellbeing programs designed to assist boys to flourish across their spiritual, cognitive, social, emotional, and physical dimensions. The College aims for a Waverley College Graduate to be a person of faith and integrity.

For further information about the College, please visit www.waverley.nsw.edu.au.

MISSION

Waverley College exists to nurture intellect and character so that our students choose to make a positive difference in the world.

VISION

We are aspiring to become a learning ecosystem for ethical leaders, innovators and globally minded change makers.

VALUES

- Ensure a safe and supportive environment
- Respect the dignity of the individual
- Act in the interests of the common good

As a Catholic School in the Edmund Rice tradition we aspire to be faithful to the four Touchstones:

- Liberating Education
- Gospel Spirituality
- Inclusive Community
- Justice and Solidarity



STRATEGIC PLAN 2025-2029

Looking towards our 124th year, the Waverley College Strategic Plan (2025-2029) and Master Plan establish a strong vision for our future. Rooted in our legacy of care and community, the plan ensures we continue delivering contemporary education tailored to young men. Under the leadership of the College Leadership Team this roadmap will drive our strategic priorities over the next five years.

TO LEARN MORE ABOUT WAVERLEY COLLEGE, WAVERLEY

Waverley College, Waverley website - [CLICK HERE](#)

Reconciliation Action Plan 2024/2025 – [CLICK HERE](#)

Weekly College Newsletter - [CLICK HERE](#)

Waverley College, Waverley Strategic Plan 2025 - 2029 - [CLICK HERE](#)

Waverley College, Waverley 2025 Annual Report - [CLICK HERE](#)

Waverley College, Waverley Policies and Reports - [CLICK HERE](#)



1. POSITION DETAILS

POSITION DETAILS	August 2026
Position title:	Deputy Principal -Teaching & Learning
Reports to (position title):	Principal
School:	Waverley College
Contract tenure:	1.0 (Full-time) 5-Year Executive Contract (renewable subject to performance review)
Location:	Waverley, NSW
Direct Reports:	Director of Curriculum, Director of the Junior School, Assistant Director of Curriculum, Senior Studies and Careers Coordinator, Heads of Academic Departments, Head of Academic Enrichment, Head of Pedagogy, Academic Coordinators (Literacy, Ecology, Music, VET & SBAT, Library Services).
Budget Responsibilities:	Teaching & Learning, Professional Learning, Learning Enrichment, Human Resources and Literacy budgets.
Key Strategic Alignment	Waverley College Strategic Plan (2025–2029), Master Plan, Teaching and Learning Framework, Wellbeing Framework, and the Charter for Catholic Schools in the Edmund Rice Tradition.

2. POSITION PURPOSE

The Deputy Principal - Teaching & Learning is a member of the College Leadership Team and, working closely with the Principal and Deputy Principal - Students, provides strategic and operational leadership of teaching, learning and academic development across Years 5–12.

Grounded in the Edmund Rice tradition and the College's mission to form young men of faith and integrity, the Deputy Principal - Teaching & Learning leads a culture of high expectations, intellectual curiosity, innovation and continuous improvement. The role ensures that every student is provided with high-quality, evidence-informed teaching and learning that enables them to flourish and achieve their potential.

The Deputy Principal - Teaching & Learning leads the College's Teaching and Learning Framework, curriculum and pedagogical development, academic improvement, professional learning and teacher capability. The role also provides strategic leadership of educational staffing, academic data, assessment and reporting, accreditation and relevant compliance requirements.

As a senior executive leader, the Deputy Principal - Teaching & Learning contributes to the strategic direction, culture and effective operation of the College; advises the Principal on matters relating to teaching, learning and educational staffing; leads designated Directors and portfolio leaders; and assumes the responsibilities of Acting Principal in the absence of the Principal.

DOMAINS OF LEADERSHIP

1. SPIRITUAL AND COMMUNITY LEADERSHIP

- Gives active witness to the Catholic faith and Edmund Rice tradition of the College.
- Integrates the Charter for Catholic Schools in the Edmund Rice Tradition and the four Touchstones - Liberating Education, Gospel Spirituality, Inclusive Community, and Justice and Solidarity - into teaching, learning, curriculum and staff development.
- Works collaboratively with the Principal, Deputy Principal - Students and Director of Identity & Global Advocacy to ensure that academic development contributes to the holistic formation of young men.
- Supports staff spiritual formation and embeds prayer, reflection and reflective practice within leadership and team practices.
- Contributes to the College's social justice commitments and Reconciliation Action Plan.
- Builds strong relationships with students, staff, parents, Alumni, the College Advisory Council and other key community stakeholders.
- Represents the College through relevant educational, Catholic and Edmund Rice networks.

2. TEACHING, LEARNING AND PEDAGOGICAL LEADERSHIP

- Leads the development, implementation and evaluation of the College Teaching and Learning Framework across Years 5-12.
- Establishes a culture of high-quality, evidence-informed teaching that reflects contemporary research, effective pedagogy and the particular strengths and needs of boys.
- Leads curriculum innovation and development in alignment with NESA requirements, the Australian Curriculum where applicable, EREA directions and the strategic priorities of the College.
- Oversees the development of pedagogical practice, instructional coaching and professional learning in partnership with the Head of Pedagogy and relevant leaders.
- Promotes innovative approaches to learning, including appropriate use of technology, blended learning, digital platforms and flexible learning environments.
- Leads initiatives designed to improve literacy, numeracy, academic engagement, critical thinking, creativity and student agency.
- Ensures that assessment practices provide meaningful information about student learning and inform effective teaching.
- Promotes consistency and quality in curriculum planning, assessment, reporting and academic intervention.
- Oversees academic enrichment, extension, scholarship and high-potential learning programs.
- Leads the analysis of academic performance and student progress, ensuring that data is used intelligently to identify trends, respond to student need and drive improvement.
- Oversees the annual analysis of HSC and other relevant academic outcomes and ensures that findings inform College-wide improvement.
- Works closely with the Deputy Principal - Students to ensure that wellbeing, engagement and learning are understood as interconnected elements of student flourishing.

3. STAFF CAPABILITY, PROFESSIONAL LEARNING AND EDUCATIONAL HR

- Leads a culture of professional growth, collaboration, accountability and high expectations among teaching staff.
- Oversees the College Professional Learning Framework and associated budget.
- Leads professional learning priorities aligned with the College Strategic Plan and Teaching and Learning Framework.
- Oversees the development and implementation of Professional Learning Plans and professional growth processes.
- Supports Early Career Teachers through their development and NESA accreditation requirements.
- Leads the professional development and appraisal of teaching staff and relevant middle and senior leaders.
- Provides strategic advice to the Principal regarding teaching structures, staffing requirements, educational workforce planning and appointments.
- Leads educational recruitment processes, including position development, advertising, selection, interviewing, reference checking and induction.
- Supports staff wellbeing, engagement, professional fulfilment and sustainable working practices.
- Identifies and develops leadership capacity among teachers and middle leaders.
- Recognises and promotes innovative and effective practice across the College.
- Addresses performance and professional conduct matters proactively, fairly and in accordance with College policy.

4. ACADEMIC OPERATIONS, DATA AND COMPLIANCE

- Oversees the strategic development and annual implementation of the Years 5-12 timetable to maximise learning time, resource allocation and curriculum opportunities.
- Oversees relevant academic data systems and ensures accurate and effective use of student learning and achievement data.
- Leads academic intervention processes in partnership with Heads of Department, Heads of House and relevant support staff.
- Oversees NESA registration, accreditation and relevant teacher accreditation processes.
- Serves as the College's designated authority for relevant teacher accreditation and professional learning systems.
- Oversees NCCD processes and compliance in collaboration with Learning Support leadership.
- Ensures teaching and learning policies and processes meet relevant legislative, regulatory and registration requirements.
- Contributes to the College Risk and Compliance framework and mandatory staff compliance requirements.
- Leads the development and maintenance of relevant teaching and learning documentation, including the Staff Handbook and Annual Report contributions.
- Oversees academic communications, assemblies, recognition programs and significant academic events.

5. STUDENT FLOURISHING, SAFEGUARDING AND FORMATION

- Works in partnership with the Deputy Principal - Students to ensure that academic, wellbeing and formation strategies are aligned and mutually reinforcing.
- Recognises positive relationships, student belonging and wellbeing as fundamental conditions for effective learning.
- Contributes to the development of approaches that support students experiencing academic, social or wellbeing challenges.
- Participates in complex student matters where there is a significant connection between student wellbeing, behaviour and learning.
- Is a member of the College Child Safeguarding Team and actively contributes to the development, implementation and review of safeguarding practices.
- Ensures teaching and learning practices reflect the College's commitment to student safety, dignity, inclusion and respect.
- Supports the development of respectful learning environments in which all students can participate, contribute and achieve.

6. STRATEGIC AND EXECUTIVE LEADERSHIP

- Is an active and strategic member of the College Leadership Team.
- Contributes to the development, implementation and evaluation of the College Strategic Plan.
- Advises the Principal on matters relating to teaching, learning, academic performance, educational staffing and professional capability.
- Leads designated Directors, Heads of Department and portfolio leaders with clarity, accountability and purpose.
- Builds effective cross-College collaboration and ensures that strategic priorities are translated into sustainable practice.
- Uses evidence, data and professional expertise to inform executive decision-making.
- Contributes to risk management, policy development and organisational improvement.
- Assumes the responsibilities of Acting Principal in the absence of the Principal.

GENERAL RESPONSIBILITIES

- Maintains a visible, accessible and professional leadership presence across the College.
- Undertakes teaching responsibilities as determined by the Principal and consistent with qualifications and College needs.
- Participates in College liturgies, assemblies, events and community activities.
- Attends relevant events outside normal College hours, including evenings and weekends, where required.
- Maintains timely and professional communication with staff, students, parents and external stakeholders.
- Participates actively in relevant EREA, Catholic education, professional and educational networks.
- Undertakes other reasonable duties as directed by the Principal.
- Demonstrates a commitment to Work Health and Safety and all College policies and procedures.

COMMITTEE MEMBERSHIP

Membership will include, as relevant:

- College Leadership Team
- Teaching and Learning Strategy Team
- Teaching and Learning POD
- Heads of Department
- Workforce Planning Committee
- Risk & Compliance Committee
- College Advisory Council
- Relevant academic, curriculum and event planning committees
- Other committees as determined by the Principal.

WORKPLACE HEALTH & SAFETY

The Deputy Principal - Teaching & Learning has a responsibility to understand and comply with the Work Health and Safety Act 2011 (NSW), College policies and procedures, and to contribute to a safe environment for students, staff and visitors.

As a senior leader, the position has a responsibility to model safe work practices, ensure appropriate risk management within areas of responsibility, and respond appropriately to hazards, incidents and concerns.

SELECTION CRITERIA

Selection Criterion 1 – Qualifications

- Current NSW Teacher Registration
- Hold a formal Degree in Education and hold or be working towards attainment of Post-Graduate qualifications in Education
- Accreditation to Teach in Catholic Education
- Minimum 5 years' experience in at least one senior educational leadership position within a Catholic school environment
- Knowledge of senior school curriculum development in NSW and Nationally

Selection Criterion 2 – Educational Leadership Experience

- Evidence of professional leadership experience across the listed Key Responsibilities, with an emphasis on Safeguarding, Risk and Compliance and Human Resources
- Proven record of quality teaching and professional learning
- Evidence of highly developed leadership skills
- Evidence of experience in development and implementation of strategic thinking
- Demonstrated high-level skills with multi-tasking and the capacity to manage multiple complex aspects of the role simultaneously
- Experience in leading the implementation of educational change
- Experience in providing Professional Learning and guidance to teachers
- Proven experience and expertise in leading and managing all matters relating to Educational Human Resources
- High level of skill in the effective leadership of contemporary school-wide ICT solutions and capacity to learn new systems efficiently

Selection Criterion 3 – Personal/Professional Skills

- Be a public face of the College and a living demonstration of its ethos, values and commitment to the pursuit of excellence to the Terrace Family
- Highly developed written and verbal communication skills
- Ability to maintain composure and respectful professional relationships while managing the pressure of multiple, often complex tasks and time constraints
- Ability to work autonomously while demonstrating sound judgement regarding the need to collaborate and confer with the College Principal
- Ability to work collaboratively to find creative solutions to problems
- Knowledge of best practice approaches in boys' education and child safeguarding
- Commitment to provide standards of excellence and willingness to update skills and knowledge as required
- Demonstrated commitment to the pastoral care of students
- Ability to work in and lead a team environment

Selection Criterion 4 – Catholic and Edmund Rice Ethos

- A personal commitment to the Mission and Ethos of the College and a lifestyle aligned to this
- Demonstrated understanding of the ethos of a Catholic School in the Edmund Rice tradition
- Understanding of and ability to contribute to the mission and vision of Waverley College as a Catholic School

CONDITIONS OF EMPLOYMENT

Remuneration

Competitive remuneration package.

Tenure

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

Salary Packaging

The Deputy Principal – Teaching & Learning may enter a salary package arrangement.

Professional Renewal Leave

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

APPLICATION PROCESS

Please address your application to the Interim Director of Education – NSW, EREA Colleges, Mr John Couani and email your application directly to ereacollegeshr@erea.edu.au

Your application should include:

1. **Current Resume**
2. **Covering Letter**, outlining reasons for your interest in and suitability for the position (no more than two pages)
3. **A Written Statement** of no more than five pages, addressing each of the Selection Criteria as outlined in the Information Package. In doing so, candidates are required to reference how their professional experience positions them to meet the Key Responsibilities of the role as outlined in this document.

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

All applications will be acknowledged within 24 hours by a response email from our EREA Colleges Mailbox. Please contact us on (07) 3737 6712 if you do not receive an acknowledgement of receipt.

For a confidential conversation about the role, please contact the Interim Director of Education – NSW, EREA Colleges, Mr John Couani via ereansw@erea.edu.au

APPLICATIONS CLOSE 5pm (AEST) Wednesday 9 September 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.



WAVERLEY
COLLEGE



EDMUND RICE EDUCATION AUSTRALIA
COLLEGES LTD