



Success Profile

Head of Faith & Community

CREST Education

March 2025



Contents

| | |
|--------------------------|----|
| About CREST Education | 3 |
| Organisational Structure | 4 |
| CREST Leadership Team | 5 |
| Role Overview | 6 |
| Position Purpose | 6 |
| Key Responsibilities | 7 |
| Key Selection Criteria | 9 |
| Inherent Requirements | 10 |
| For More Information | 12 |



About CREST Education

CREST Education is located in Clyde North, Melbourne, Australia, approximately 54 kilometres southeast of Melbourne's Central Business District while sitting on 138 acres within a significant growth corridor.

CREST Education is a leading Christian education provider dedicated to nurturing faith, academic excellence, and community service. As a Christ-centred institution, it is committed to equipping students with a strong Biblical foundation, fostering a culture of learning, and developing servant-hearted leaders who make a positive impact in the world. It is made up of Hillcrest Christian College, Rivercrest Christian College and Ayr Hill Equestrian Centre.

Guided by its four pillars—Instilling Faith, Pursuing Excellence, Nurturing Wellbeing, and Serving Community—CREST Education integrates Christian values into all aspects of school life. The organisation offers a holistic approach to education, emphasising both spiritual formation and academic achievement.

CREST Education actively partners with churches, families, and Christian organisations to provide a dynamic and supportive learning environment. With a focus on faith-based leadership, pastoral care, and community engagement, it seeks to inspire students to live purposefully and contribute meaningfully to society.

Our Pillars

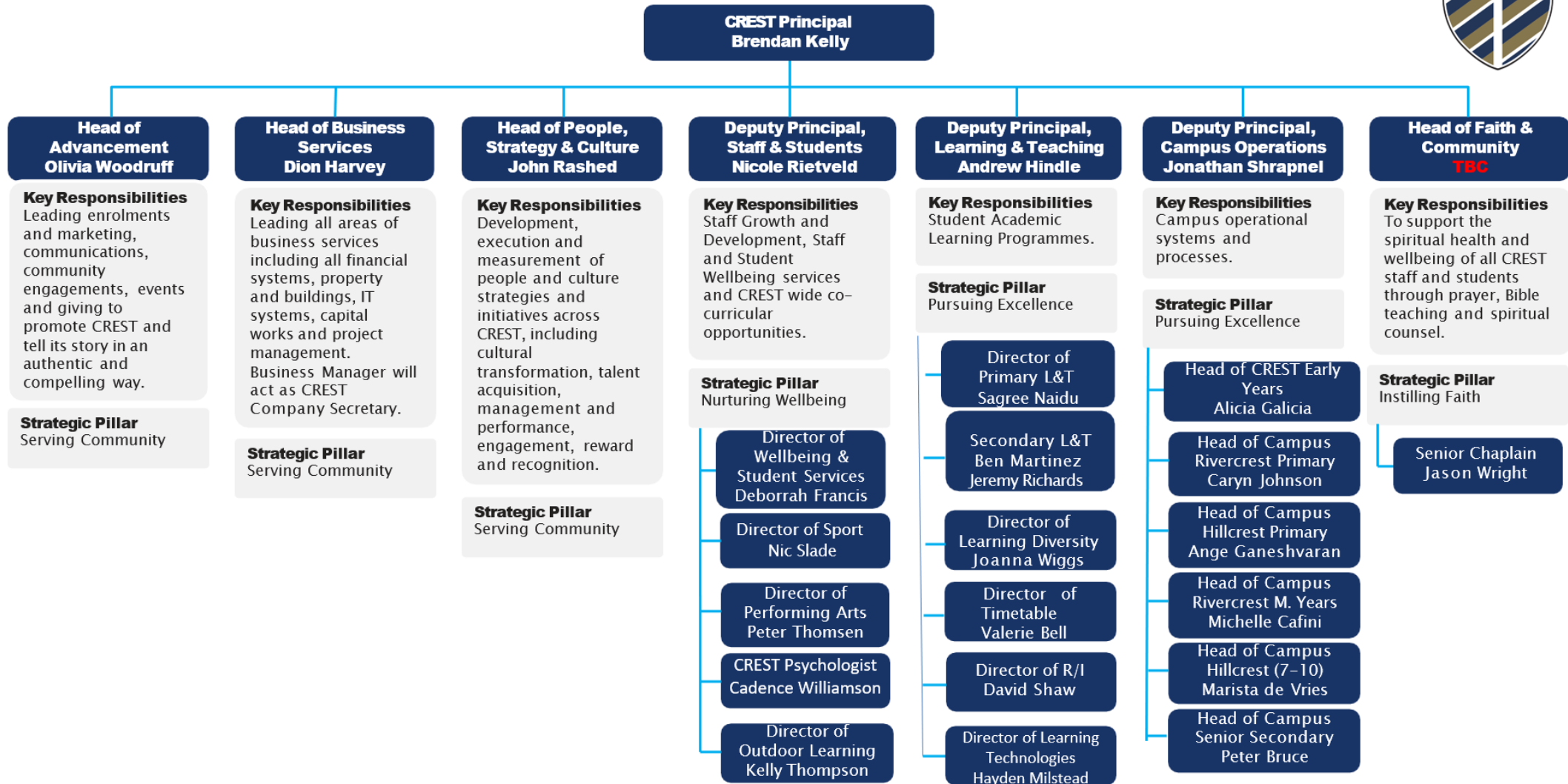
Instilling Faith

Pursuing Excellence

Nurturing Wellbeing

Serving Community

Organisational Structure



CREST Leadership Team

EXECUTIVE PRINCIPAL



BRENDAN KELLY



**DEPUTY PRINCIPAL
CAMPUS OPERATIONS**

JONATHAN SHRAPNEL



**DEPUTY PRINCIPAL
LEARNING & TEACHING**

ANDREW HINDLE



**DEPUTY PRINCIPAL
STAFF & STUDENTS**

NICOLE RIETVELD



HEAD OF BUSINESS SERVICES

DION HARVEY



HEAD OF PEOPLE & CULTURE

JOHN RASHED



HEAD OF ADVANCEMENT

OLIVIA WOODRUFF

Role Overview

| | |
|------------------------------|---|
| Position Title | Head of Faith & Community |
| Position Reports To | Executive Principal |
| Department | CLT (CREST Leadership Team) |
| Classification | Executive |
| Internal Stakeholders | <ul style="list-style-type: none">• CLT Members• Direct reports• CREST Education Board Members• All CREST Education staff• All CREST Education Students• Employees |
| External Stakeholders | <ul style="list-style-type: none">• Churches & Community Groups• Christian Schools Australia• Christian Education Schools & Universities• Clergy• Parents/Guardians of Students• Local Missions & Charities• Media & Christian Publishers |

Our Vision

To be a leading provider of quality Christian Education, delivered by Christian staff, equipping students for a life of faithful service.

Our Mission

To partner with parents and the wider community to help develop within each student the desire and capacity to discover and fulfill the will of God for their lives.

Position Purpose

The Head of Faith and Community is responsible for shaping and strengthening the Christian ethos of CREST Education, fostering a culture where faith is authentically lived and expressed. This role provides strategic leadership in spiritual formation, community engagement, and partnerships that align with the school's mission and values.

Working closely with students, staff, parents, churches, and external stakeholders, the Head of Faith and Community nurtures a Christ-centred environment through chaplaincy, discipleship, service programs, and pastoral care initiatives. The role also builds meaningful connections with local churches, Christian organisations, and the broader community to enhance the spiritual and relational life of the school.

By integrating faith into all aspects of school life, the Head of Faith and Community ensures that students are encouraged in their spiritual journey, staff are equipped for faith-based leadership, and the wider school community is engaged in a shared vision of Christian education and service.

Key Responsibilities

Strategic Responsibilities

1. Instilling Faith

- **Spiritual Leadership:** Provide Christ-centered leadership that fosters a culture of faith, prayer, and discipleship across CREST Education.
- **Biblical Integration:** Ensure that Christian faith and values are woven into all aspects of school life, including curriculum, pastoral care, and co-curricular programs.
- **Chaplaincy Oversight:** Lead and support chaplains in delivering meaningful worship experiences, devotions, and faith-based programs.
- **Christian Worldview Formation:** Equip staff and students with a strong biblical foundation that enables them to engage with the world through a Christ-centered lens.

2. Pursuing Excellence

- **Faith Development Strategy:** Develop and implement a faith formation strategy that aligns with CREST Education's vision and mission.
- **Professional Development:** Provide faith-based training and development opportunities for staff to enhance their spiritual leadership.
- **Collaboration with Academic Leaders:** Work with academic teams to ensure that Christian education is delivered with theological depth and pedagogical excellence.

3. Nurturing Wellbeing

- **Pastoral Care & Wellbeing:** Partner with Wellbeing and Learning Diversity teams to ensure a holistic approach to student and staff wellbeing through a biblical framework.
- **Community Engagement:** Foster a culture of belonging, care, and servant-hearted leadership within the CREST community.
- **Crisis & Grief Support:** Provide spiritual and emotional support during times of crisis, loss, or hardship.

4. Serving Community

- **Church & Ministry Partnerships:** Build and maintain strong relationships with local churches, mission organisations, and Christian ministries to enhance community engagement.
- **Service & Mission Programs:** Develop service-learning and outreach programs that encourage students and staff to actively live out their faith in practical ways.
- **Parent & Alumni Engagement:** Partner with the Head of Advancement to strengthen connections with parents and alumni, fostering a shared commitment to faith and Christian education.

Operational Responsibilities

1. Faith Leadership

- **Champion the integration of Christian faith across all aspects of school life, ensuring alignment with CREST Education's mission and biblical foundations.**
- **Lead and oversee the development of faith-based programs, including chapel services, devotions, and discipleship initiatives.**
- **Provide spiritual guidance and support to staff, students, and families, fostering a Christ-centred culture.**
- **Collaborate with school leaders to embed biblical principles in teaching, student wellbeing, and leadership development.**

2. Community Engagement & Partnerships

- **Strengthen relationships with local churches, Christian organisations, and ministry partners to enhance faith-based opportunities for students and staff.**
- **Oversee community service and mission initiatives, encouraging student and staff participation in local and global outreach.**
- **Facilitate events and programs that build a strong Christian community within the school, including parent engagement initiatives.**

3. Pastoral Care & Wellbeing

- Work closely with the Wellbeing team to provide pastoral care support for students and staff, ensuring a holistic approach to spiritual and emotional wellbeing.
- Develop mentoring programs that encourage spiritual growth and personal development for students.
- Support and equip staff in their roles as Christian educators and mentors.

4. Biblical Integration in Curriculum & Programs

- Collaborate with academic leaders to ensure Biblical integration across the curriculum.
- Provide training and resources for staff to effectively incorporate Christian worldview teaching into their subjects.
- Lead and support Christian studies programs, ensuring theological soundness and engagement.

5. Leadership & Staff Development

- Mentor and develop faith leaders within the school, including chaplains, student leaders, and key staff.
- Organise professional development sessions on Christian leadership and biblical literacy for staff.
- Lead the Faith & Community team, ensuring clarity in vision, accountability, and impact.

6. Strategic Planning & Vision

- Contribute to the strategic direction of CREST Education by aligning faith initiatives with the school's vision and values.
- Develop and implement long-term plans for faith formation and community engagement.
- Measure and evaluate the impact of faith programs, making data-informed decisions for continuous improvement.

7. Events & Special Initiatives

- Plan and oversee faith-based events such as worship nights, prayer gatherings, and conferences.
- Ensure key school celebrations (e.g., Easter, Christmas, and other Christian observances) are meaningful and well-executed.
- Support and promote the annual biblical theme (e.g., 2025 theme: **'Blessed'**) through school-wide initiatives.



Key Selection Criteria

Tertiary Qualification

- A Post-graduate qualification in Theology/Ministry.

Authentic Christian Leadership & Theological Expertise

- A committed Christian with a deep personal faith and alignment with CREST Education's mission, values, and theological stance.

Significant Contribution to Christian Education or Theology

- A proven track record of significant contributions to the Christian education sector or theological scholarship, such as curriculum development, ministry leadership, published works, or faith-based program leadership.

Strategic Leadership in Faith & Community Engagement

- Demonstrated ability to develop and implement strategic faith-based initiatives that shape a school's Christian culture.
- Experience fostering meaningful partnerships with churches, Christian organisations, and broader communities to enhance spiritual development and outreach.

Biblical Integration & Discipleship in Education

- A deep understanding of how to integrate Biblical principles into educational settings, ensuring faith formation is embedded across teaching, student wellbeing, and leadership programs.
- Experience mentoring and developing staff and students in Christian discipleship and servant leadership.

Pastoral Care & Wellbeing Leadership

- Strong pastoral leadership experience, providing care and spiritual support for students, staff, and families.
- Ability to cultivate a school-wide culture of pastoral care that aligns with biblical principles and enhances student wellbeing.

Exceptional Communication & Influence

- Outstanding written, verbal, and presentation skills, with the ability to articulate faith-based concepts in a compelling and accessible manner.
- Proven ability to inspire and engage diverse audiences, from students and staff to parents and external stakeholders.

Event & Program Leadership

- Experience leading major Christian events such as chapel services, worship programs, mission trips, and faith-based conferences.
- Strong project management skills, ensuring faith and community initiatives are well-organised, impactful, and aligned with the school's strategic vision.

Other Position Related Information

- **Child Safety** – CREST Education is a child safe organisation, as such all employees, volunteers, contractors and service providers are required to promote a culture of child safety, comply with Child Safety laws and reporting obligations of suspected child abuse per institute Child Safety policy and procedures. All employees are required to hold and maintain a current Working with Children Check Clearance or hold valid registration with the Victorian Institute of Teaching (VIT) for the duration of their employment.
- **Occupational Health, Safety & Wellbeing** – The Inherent Requirements table accurately reflects the expectations and requirements of the role, including all relevant categories.
- Immigration and relocation support available for the successful international finalist.

Inherent Requirements

| CREST INHERENT REQUIREMENTS | FREQUENCY | | | |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|
| | Unlikely | Possible | Occasionally | Regularly |
| Passive | | | | |
| Sitting - counter / desk | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Sitting - vehicle | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Operating telephone / computer | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Writing / reading | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Spiritual | | | | |
| Leading or taking part in daily devotions with staff and/or students | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Leading or taking part in prayer with staff and/or students | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Demonstration of our ethos and Fruit of the Spirit: Galatians 5:22 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Incorporating Biblical theology into curriculum | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Manual Handling | | | | |
| Bending / twisting Spine | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Working with one or both hands above shoulder height | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Lifting (5kg or under p/item) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Lifting (5kg or over p/item) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Requiring low/light application of force | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Requiring medium to high application of force | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Lifting/holding/restraining children | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Exerting force in an awkward posture | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Holding & supporting equipment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Agility | | | | |
| Squatting / kneeling | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Looking up / looking down | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Reaching forwards or sideways | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Gripping or grabbing equipment | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Mobility | | | | |
| Walking / standing- briefly | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Walking / standing- extended | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Walking on uneven ground | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Climb steps/stairs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Climb ladder | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Driving - passenger vehicle | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Driving - machinery/heavy commercial | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Sensory | | | | |
| Hearing - face to face / telephone conversations | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Hearing - working with loud machinery | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Visual - read printed material, signage | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Visual - computer screen, electronic signs | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Visual - driving | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

| | | | | |
|--|-------------------------------------|--------------------------|-------------------------------------|-------------------------------------|
| Visual - watching with vigilance (e.g. school traffic control) | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Emotional | | | | |
| Dealing with complex stakeholders | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Supporting dependent persons | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Dealing with conflict | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Managing complex personal situations | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Providing empathy | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| Work Environment | | | | |
| Outdoor - exposed to elements, plant & equipment | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Confined spaces | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Working alone | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Working at heights (greater than 2m) | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Exposure to extensive dust | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Pollen (or other allergens) | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Exposure to polluted odours and/or chemicals | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Personal Waste | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



For More Information

This role is being advertised on an international scale.

To apply for this role, upload a Resume and Cover Letter via our website:

[Employment with Crest Education](#)

For a confidential discussion please contact:



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Our website: cresteducation.vic.edu.au

Hillcrest Christian College: [Hillcrest Christian College | Hillcrest Christian College](#)

Rivercrest Christian College: [Rivercrest Christian College | Rivercrest Christian College](#)

Ayr Hill Equestrian Centre: [Ayr Hill Equestrian Centre - Ayr Hill Equestrian Centre](#)

Our Strategic Priorities: [CREST Strategic Priorities](#)