



FOUNDED 1908



THE
GLENNIE
SCHOOL

SCHOOL CHAPLAIN
Applicant Information



WELCOME TO THE GLENNIE SCHOOL

At Glennie, we understand that each girl is an individual with her own distinctive strengths, challenges and interests and every learning pathway is truly unique. Our vibrant and supportive community empowers each girl to be proud of who she is, building the confidence and courage needed to reach her full potential and create her own future.

Underpinning this approach is our strong Christian foundation. We are now seeking a School Chaplain to nurture the spiritual life of our community and ensure our Anglican identity remains a living, breathing part of the Glennie experience. This role is central to our mission, offering a unique opportunity to provide pastoral and spiritual leadership that touches the lives of students, staff and families alike.

We are looking for a visible and relational leader who can walk alongside our students on their spiritual journeys. Whether leading liturgy, offering pastoral support or simply being present in the daily life

of the School, you will play a vital role in shaping a community defined by faith, hope and love. You will work closely with the Principal and School leadership to foster an environment where questions of faith are explored with openness and integrity.

This is an extraordinary opportunity to serve in a school that cherishes its traditions while embracing the future. If you are a dynamic and compassionate Christian leader with a heart for youth ministry and a desire to make a lasting impact, we invite you to consider joining The Glennie School.



SCHOOL CHAPLAIN

The Chaplain has a vital role in nurturing and sustaining Christian faith and the Anglican ethos of the School. The position demands a high degree of independence, energy and resourcefulness within the trust extended by the School community.

The Chaplain will work closely with the Director of Students in providing leadership, encouragement and pastoral care manifesting the vision and values of the School. The Chaplain will work within the Wellbeing Team and teach within the Religious Education faculty consisting of a teaching load to be negotiated.

RESPONSIBILITIES

The following responsibilities are provided to explain the scope of the role, though these are not an exhaustive list. Please see the full Position Description for more information on the duties and responsibilities of the Chaplain.

School Ethos and Mission

- Build the spiritual ethos and Anglican identity of the School.
- Be a visible Christian presence and witness in the School community by actively finding effective ways to minister and build relationships with the Glennie community.
- Encourage the spiritual journey for all members of the School community.
- Work collaboratively with the Anglican parishes of Toowoomba, making real and lasting connections between them and Glennie.

Service Learning

- Oversee opportunities for Service Learning in Junior Years and Senior Years as part of the framework developed by the Deputy Principal.
- Encourage, support and facilitate students to continue a culture of Service Learning in their senior years.

Pastoral Care

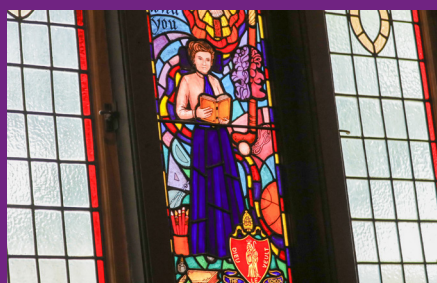
- Seek to build positive, life-giving relationships with students, staff and parents.
- Participate in the School's Pastoral Wellbeing Program.
- Provide pastoral ministry and spiritual support to teaching and non-teaching staff, one-to-one or group.
- Offer prayers for and with the School community.
- Contribute to the pastoral care and support of the parent body.

Liturgy and Spirituality

- Create and coordinate worship experiences and Chapel services for students and staff across the School e.g. Ash Wednesday, Easter, ANZAC Day, Christmas, and other worship services.
- Create and coordinate meaningful experiences for quietness, reflection and meditative times which draw on the creative arts and opportunities to appreciate and enjoy the natural environment.
- Participate in school assemblies.
- Organise and conduct special school services and family services across the School.

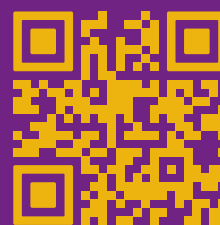
Academic Program

- Teach Religious Education classes in various year levels in accordance with the policies and directions of the School.
- Develop opportunities for students within the department's teaching and learning areas.
- Select and maintain appropriate textual and Audio Visual resources to aid in the delivery of the Religious Education program that you deliver.



SCAN TO WATCH

A personal word to our next Chaplain





ABOUT YOU

THE PERSON

You are a compassionate leader who deeply aligns with the Anglican ethos and the School's mission. You embody the Glennie Values of Respect, Compassion, Courage and Integrity, and you bring a caring and inclusive attitude to every interaction with students, parents and staff.

You are self-motivated and highly organised, capable of working independently while managing your time effectively. You maintain high standards of confidentiality, presentation and conduct, serving as a trusted advocate for the School. Flexible and adaptable, you are comfortable using modern technology and committed to your own professional growth. You also diligently uphold the safety and wellbeing policies that keep our community thriving.

THE PROFESSIONAL

To underpin your ministry, you must hold recognised qualifications in theology and maintain current registration with the Queensland College of Teachers, or be eligible for registration in Queensland. It is essential that you are licensed by the Archbishop and possess a current paid Working with Children Blue Card or exemption card.

Beyond your qualifications, we value experience in caring for students within a residential environment and a strong understanding of adolescent behaviour. Your high level communication skills will allow you to engage effectively with the Boarding House community and other stakeholders. You exercise sound judgement, tact and discretion, and you demonstrate a deep commitment to child safety. Capable of concentrating on multiple events simultaneously, you also hold a current driver's licence.



OUR MISSION: TO BE ALL SHE CAN BE

The Glennie School seeks to make an outstanding impact for the good of our society through the quality of its teaching, its leadership in education, and by ensuring that every student reaches their full spiritual, physical and academic potential.

GLENNIE AT A GLANCE

Situated just five minutes from the centre of Toowoomba on historic Herries Street, The Glennie School's Junior and Senior campuses sit adjacent to one another. The School currently has more than 700 students from Kindergarten to Year 12, comprising 217 girls in the Junior Years and 490 girls in the Senior Years. Currently, 160 girls from across

Australia call Glennie home, supported by a tailored boarding program with specialised resources, while 550 day students attend from Toowoomba and the surrounding region. Beyond our extensive academic curriculum, the School is well respected for the quality of its sport, performing arts, and French Immersion programs.

PHILOSOPHY

The Glennie School's educational philosophy recognises each Glennie girl as a unique person whose developmental needs are best met within a loving and inclusive community where she can find a sense of belonging and happiness as well as opportunities for fulfillment.

A Glennie education is holistic and seeks to help each girl to nurture her intellectual, physical, spiritual, social, and emotional self.

The School encourages commitment to a sound work ethic, self-discipline and service, within the

context of the Anglican faith and ethos.

Girls at Glennie are encouraged to follow a Christian way of life. The School strives to develop young women of character who embrace a life-long love of learning, grounding them in unshakeable respect for themselves and the essential skills to work collaboratively in a complex world. The teaching of personal values seeks to make our students responsible and caring members of their communities.



OUR VALUES

Integrity

We are truthful and sincere. We ensure consistency between what we say and what we do, as well as between what we believe and how we behave.

Respect

We respect ourselves and treat others with courtesy, dignity and positive regard. We honour the rights of others. We respect our School, the environment and the world around us.

Compassion

We are sensitive to the needs of each individual. We support and nurture those less fortunate than ourselves. We treat each other as we wish to be treated ourselves.

Courage

We continue to strive to improve as individuals and we remain positive, resilient and forward-thinking, despite adversity or challenge. We know that perseverance, effort and a growth mindset can help us as individuals and as members of a team.

QUALITY OF TEACHING

Since its inception, The Glennie School has become synonymous with a quality educational experience for girls and the way in which it has continued to foster a depth and breadth of teaching.

From French Immersion and performing arts programs to our cutting-edge STEM curriculum and high performance sports academy, Glennie offers a

diverse array of pathways. We are home to a dynamic community of educators and specialist support staff, creating an ideal platform for career development. This culture of professional growth not only benefits our team but instills a passion for life-long learning in generations of Glennie girls.

WORKING IN TOOWOOMBA

Located 90 minutes west of Brisbane, Toowoomba is the heart of the Darling Downs. Known as 'The Garden City,' it combines the charm of tree-lined streets and expansive parks with the energy of a thriving regional centre, making it a destination of choice for professionals and young families alike.

Beyond its reputation as a premier education hub, Toowoomba offers a strong economy with diverse

employment opportunities, excellent hospitals, and vibrant shopping and entertainment on offer. It is a community that provides all the convenience of an urban setting while retaining its warm, country values.

[Click here](#) for more information about Toowoomba and the surrounding region.



YOUR APPLICATION

Please include the following in your application;

- Cover letter (no longer than two pages)
- Curriculum vitae (no longer than four pages) which summarises your key career achievement, focussing most closely on your current position
- Three professional referees

THE SELECTION PROCESS

The Principal will chair the selection panel, which will include the Regional Bishop. All applicants will be updated and advised of the outcome of the shortlisting process.

The start date will be negotiated with the successful applicant.

REMUNERATION PACKAGE

The remuneration package including an attractive base salary, superannuation and salary packaging provisions, will be negotiated with the successful applicant and will be commensurate with experience.

APPLICATIONS

To apply, please submit your application via the Glennie website or Seek by **Saturday, 31 January 2026**.

Please address your covering letter to:

Mrs Emma Lowry
Principal
The Glennie School
246a Herries Street
NEWTOWN QLD 4350

If you have any questions regarding this opportunity, please contact principalsoffice@glennie.qld.edu.au



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The Glennie School . 246a Herries Street, Toowoomba QLD 4350 . 07 4688 8888