



St Peters
Lutheran College
Springfield

Candidate Information Pack **Head of St Peters Lutheran College Springfield**

Applications close: **Monday, 23 February 2026**



Welcome to St Peters Lutheran College Springfield

Thank you for your interest in the role of Head of St Peters Springfield at St Peters Lutheran College Springfield. This candidate pack has been prepared to provide prospective applicants with a deeper understanding of the College, the opportunity, and the leadership expectations associated with this appointment.

St Peters Lutheran College Springfield is entering an exciting new phase of growth and development. This role presents a rare opportunity for an experienced, values-driven educational leader to shape the future direction of a flourishing co-educational Kindergarten to Year 12 Lutheran school within a rapidly growing community.

**St Peters Lutheran College
Springfield – where
people matter, futures are
shaped, and learning is
Plus Ultra.**

About Our College

St Peters Lutheran College Springfield is a co-educational Kindergarten to Year 12 school located in the heart of Greater Springfield, one of Australia's fastest-growing masterplanned communities. Established in 2008, the College educates over 800 students in a vibrant, connected learning environment.

Guided by its mission of Excellence in Christian Co-Education and grounded in Lutheran faith, it is committed to the formation of young people of character, purpose, and service. St Peters Lutheran College Springfield offers a rich academic and cocurricular program, supported by contemporary facilities and a strong culture of care, wellbeing, and high expectations.

As part of the broader St Peters Lutheran College community, the Springfield school benefits from shared vision, strategy, and resources, while retaining a distinctive local identity and highly relational, community-focused culture.

With sustained enrolment growth and a clear strategic horizon, the College is entering an exciting new phase — presenting a compelling opportunity for an experienced educational leader to shape its future and leave a lasting legacy.

The College seeks a leader who will advance the learning and care of our students as well as the culture, programs, facilities, and strategic direction of St Peters Springfield.



St Peters Foundations

Our Mission

Excellence in Christian Co-education.

Our Vision

A Learning Community where People Flourish

Our Why

Where Every Child Learns Every Day

Our Motto

At St Peters, our College motto is Plus Ultra – ever higher, more beyond. Our Plus Ultra mindset profoundly alters the trajectory of each student.

The Gift & Task of a St Peters Education

Forming and empowering fine young people of character, who, capable of managing their own learning, use their gifts to lead and serve their communities and in doing so make a difference in the world.

Foundational Statements

St Peters is a school of the Lutheran Church. The foundation of Lutheran Education is the Gospel of Jesus Christ which informs all learning and teaching, all human relationships, and all activities. [The LCA and its Schools, 2001].

Lutheran schools aim to encourage and support students, informed and sustained by the Word of God, to develop their God given talents so that they may shape and enrich their world. [A Vision for Learners and Learning in Lutheran Schools, 2013]

Our Continuing Strategy

- Excellence in Teaching & Learning
- Broad Life-wide Learning programs, purposeful Experiential Learning opportunities and intentional Formation and Service programs
- Exceptional Pastoral and Academic Care
- Innovative Approaches to Teaching & Learning, and business and operational practices
- An Internationally Minded Global Education
- Celebrating the Gospel, so that sharing God's Love is a 'Lived Experience'

Our Values

At St Peters, we reflect God's Love through our words and actions, strive for Excellence in all aspects of College life, show Respect to every member of our community, commit to making a difference through Service both within and beyond our College, and promote a Balanced education that nurtures students' spiritual, academic, social, emotional and physical development.



God's Love



Excellence



Balanced



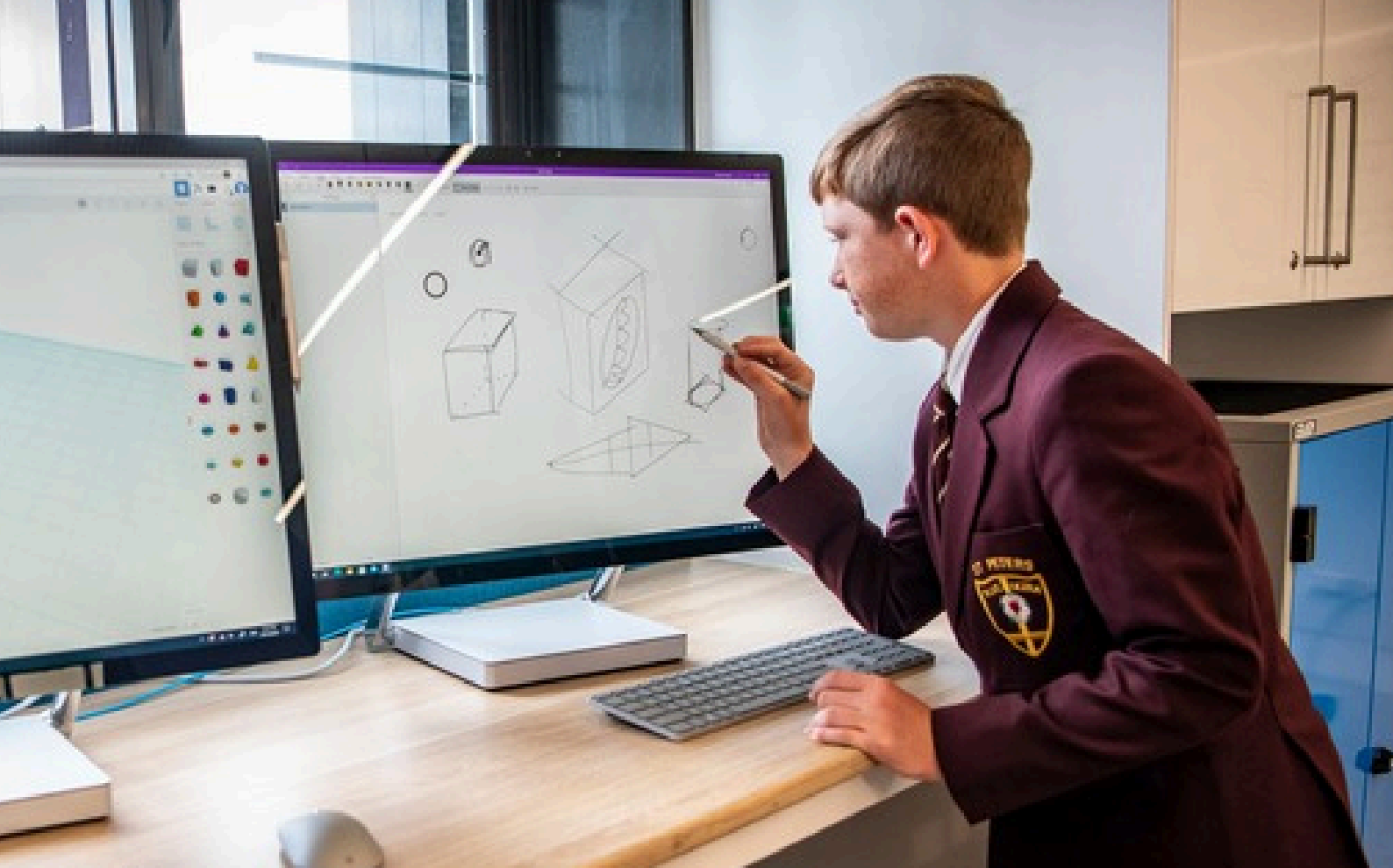
Respect



Service



A learning
community where
people flourish



The Opportunity

The Head of St Peters Springfield appointment is a critical leadership role within St Peters Lutheran College, offering the opportunity to lead an established campus into its next phase of growth and influence. Building on a strong foundation, the successful candidate will shape culture, drive educational excellence, and steward the ongoing development of the College.

Reporting directly to the Head of College, the Head of St Peters Springfield is accountable for the leadership, performance, and day-to-day operations of the College. The role requires a leader with both strategic clarity and operational authority — able to set a compelling direction while maintaining a strong, visible presence within the College community.

The Head of St Peters Springfield leads and advances College culture, student learning and wellbeing, staff performance and development, and the effective management of facilities and resources. The role also carries responsibility for the College's public standing, setting high expectations for conduct and presentation, and ensuring the delivery of high-quality academic and cocurricular programs.

This is not a custodial appointment. It is a mandate to lead, improve, and grow — balancing innovation with continuity, autonomy with alignment, and local leadership with a strong connection to the broader College strategy. The Head of St Peters Springfield plays a key role in building leadership capability and ensuring the College remains mission-aligned, high-performing, and future-focused.

The Role

The Head of St Peters Springfield is responsible for the educational leadership and overall management of the College.

They will continue to position St Peters Springfield as the leading coeducational K–12 school in the Greater Springfield area.

The successful candidate will set and advance:

- St Peters Lutheran College Springfield culture
- Student learning and care
- Staff performance and wellbeing
- School facilities, resources, and Masterplan

The Head of St Peters Springfield is also responsible for maintaining a positive public image of the College by ensuring a high standard of discipline and appearance amongst students, faculty, and staff, and developing and implementing quality learning programs and cocurricular experiences offered to students of the College.

Key Responsibilities

- Educational and organisational leadership of the school
- Implementation of strategic, academic, financial, and operational plans
- Support for the Christian Ministry of the school
- Leadership of enrolments, student learning outcomes, wellbeing and pastoral care
- Oversight of all educational programs
- Staff leadership, performance, and development
- Implementation of the College Masterplan
- Budget planning and management
- Positive promotion and marketing of the school
- Stakeholder engagement with parents, community, Old Scholars, and congregation
- Oversight of compliance, risk, and safety obligations
- Maintenance of strong relationships with the Indooroopilly College



Leadership Profile and Attributes

We are seeking a confident, values-led educational leader who combines gravitas with approachability and strategic clarity with strong relational intelligence. You will bring proven senior leadership experience in a Kindergarten to Year 12 setting, hold current Queensland College of Teachers registration, and possess relevant tertiary qualifications in education, with postgraduate leadership qualifications highly regarded. A genuine commitment to Christian education, ideally within the Lutheran tradition, is essential, together with a visible, calm, and principled leadership presence.

You will be an accomplished instructional leader with a deep understanding of contemporary pedagogy and a clear track record of leading growth, improvement, and change. Strong business, financial, and operational acumen in a complex school environment is critical, as are exceptional communication skills and the ability to build trust across diverse stakeholder groups. Your leadership will be defined by resilience, self-awareness, courage and sound judgement – qualities that enable you to inspire excellence and steward the College's ongoing growth and mission.



Committed Christian, preferably an active communicant member of the Lutheran Church of Australia



High standards of scholarship, behaviour, and executive presence



Alignment with St Peter's Mission and Values



Courage, resilience, and strong interpersonal skills



Senior leadership experience in a Kindergarten to Year 12 environment



Excellent communication skills



Strong collaborator with high visibility and personal integrity



Strategic thinker with business acumen



Instructional leadership with a focus on student learning



**A safe place to
belong, grow and
be myself**

Selection Criteria

The successful applicant must hold, or be eligible for, registration with the Queensland College of Teachers and hold relevant qualifications in education and leadership. It is also expected that the Head of St Peters Springfield be a practicing Christian, able and willing to provide spiritual leadership and support for the Christian ethos of a Lutheran School.

Applicants will be assessed on the selection criteria below, together with their curriculum vitae and statement of educational philosophy. Shortlisting and interview decisions will be based on the extent to which candidates demonstrate the required capabilities and experience. Applicants are requested to address each criteria within their application, limiting responses to no more than half a page per criteria.

1

Demonstrated ability to lead, implement, and sustain change and strategic initiatives that deliver agreed, measurable, and impactful outcomes.

5

Demonstrated knowledge and understanding of school business operations, financial administration, and contemporary governance and administrative practices.

2

Proven experience and track record in leading and managing people to achieve strong educational and organisational performance.

6

Demonstrated knowledge of policy development, implementation, and compliance within a school environment.

3

Demonstrated experience and knowledge in curriculum and pedagogical leadership that improves student learning outcomes.

7

Highly developed interpersonal and communication skills, with the ability to establish and maintain effective positive working relationships with senior leaders, staff, students, parents, and the broader community.

4

High level of knowledge and demonstrated experience in student management, wellbeing, and pastoral care.



Application Process

We invite applications from leaders ready to shape the future of St Peters Lutheran College Springfield.

Your application should include:

- **Cover letter** - addressed to the Head of College, outlining your suitability for the role and aligned with the role's key accountabilities
- **Curriculum vitae** - detailing your experience, qualifications, leadership achievements, and professional memberships
- **Responses to the selection criteria** - succinctly addressing each criterion
- **Statement of educational philosophy** - no more than one page, showing how your approach aligns with the College's Mission and Values
- **Personal details** - full name, address, preferred phone number, and email
- **Professional referees** - at least three names with contact details (no contact will be made without your permission)
- **Working rights** - confirmation of Australian work rights eligibility

Applications should be submitted via bit.ly/apply-now-head-of-st-peters-springfield

Start Date

The successful applicant will commence on 29 June 2026, or as negotiated.

Enquiries

All enquiries and applications will be treated with the strictest confidence. Further information is available upon request through the Head of College.

For enquiries, please contact Head of College on 07 3377 6321 or via email at hoc@stpeters.qld.edu.au.



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Submit applications via job link
bit.ly/apply-now-head-of-st-peters-springfield

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St Peters Lutheran College Springfield

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