



**St Peter's**  
Lutheran College

# Candidate Information Pack **Head of Academic Staff** **Years 7-12**

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



# Welcome to St Peter's Lutheran College

Thank you for your interest in the role of Head of Academic Staff - Years 7-12 at St Peter's Lutheran College. This candidate pack has been prepared to provide prospective applicants with a deeper understanding of the College, the opportunity, and the expectations associated with this appointment.

**The Head of Academic Staff - Years 7-12 is a mandate to lead.** This role offers an accomplished, values-driven educator the opportunity to shape a high-performing secondary teaching workforce and elevate outcomes across the College. As a key member of the Senior Leadership Team, you will set direction and deliver results — providing strategic and operational leadership to Academic Staff - Years 7-12, strengthening culture, and driving excellence in teaching and learning. This is a rare opportunity to lead with influence, impact and purpose at one of Brisbane's most respected educational institutions.

**St Peter's Lutheran College — where people matter, futures are shaped, and learning is Plus Ultra.**

# About Our College

St Peters Lutheran College is Brisbane's pre-eminent co-educational Prep to Year 12 day and boarding school, located in the city's inner west. Established in 1945, the College now educates more than 2,300 students on a vibrant and expansive 55-acre campus.

Guided by its mission of Excellence in Christian Co-Education and grounded in the Lutheran tradition, St Peters is committed to forming fine young people of character, capability and purpose. A rich academic program is complemented by unrivalled co-curricular opportunities in sport, music, the arts, digital technologies and outdoor education, including the renowned Ironbark outdoor education program.

The College is distinguished by a culture of care, high expectations and a deep commitment to student wellbeing. Contemporary facilities, exceptional staff and a forward-looking strategic vision support an educational environment where students are encouraged to pursue their interests, challenge themselves and strive for More Beyond.

St Peters continues to build on a proud heritage while shaping the next generation of confident, compassionate and capable young people.

**The College seeks a leader who will inspire excellence, elevate potential and shape the future of teaching and learning across the Secondary Years.**



# 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 Academic Staff - Years 7–12 is a newly created senior leadership role with the mandate to shape and elevate the College's secondary teaching workforce. Reporting to the Deputy Head of College and as a member of the Senior Leadership Team, this role combines strategic vision with operational accountability, creating real impact across Years 7–12.

This is an opportunity to lead, inspire, and grow a high-performing academic community. You will set the direction for teaching excellence, embed a culture of continuous improvement, and ensure that staff are empowered, supported, and developed to reach their full potential. The role oversees the full academic employee lifecycle – from recruitment and induction to performance, pastoral support, career pathways, and succession planning – while fostering emerging leaders through targeted development programs and initiatives such as early career teacher

support, preservice placements, and the St Peters Leaders Program.

A key focus of the role is the establishment and leadership of the College's Professional Learning and Research Institute, a new strategic initiative designed to drive innovation, evidence-informed practice, and collaborative growth across the secondary years. Working closely with People & Culture and the College Executive, you will help shape the College's workforce strategy, ensuring alignment with policy, resourcing, and strategic priorities.

This is not a custodial appointment. It is a leadership opportunity to translate strategy into sustained impact—strengthening professional culture, accelerating performance, and shaping the future of teaching and learning at St Peters Lutheran College.

# The Role

The Head of Academic Staff - Years 7–12 provides strategic leadership and operational oversight of the College's secondary academic workforce. Reporting to the Deputy Head of College, this role drives the full employee lifecycle – recruitment, induction, performance, development, and daily staffing – building a high-performing, future-ready team.

- **Strategic leadership:** Shape culture, drive accountability, and embed continuous improvement.
- **Talent and workforce planning:** Lead recruitment, chair selection panels, and implement succession strategies.
- **Performance and capability development:** Oversee appraisal programs, career pathways, leadership initiatives, and Early Career / Pre-Service Teacher programs.
- **Operational excellence:** Manage daily staffing, duty allocations, and relief coordination.
- **Culture, compliance and governance:** Serve on the Senior Leadership Team, uphold College values, ensure compliance, and manage the budget responsibly.

This role is pivotal in building an empowered academic workforce and driving the College's ongoing success and strategic vision.

## Key Responsibilities

- Lead and manage Academic Staff - Years 7–12, including performance, conduct, and pastoral care
- Attract, recruit, select, and appoint Academic Staff - Years 7–12
- Oversee and enhance induction and probation processes
- Lead professional learning and development aligned to strategic priorities
- Oversee staff appraisal, evaluation, and Annual Learning Plans
- Lead career development, early career teacher programs, preservice placements, and the St Peters Leaders Program
- Develop career planning and succession for middle leadership roles
- Shape the College's Workforce Strategy and approaches to build Academic Staff
- Establish and oversee the St Peters Professional Learning & Research Institute
- Oversee daily staff organisation, absentee systems, and yard duties
- Manage a significant staffing budget with fiscal discipline and maintain quality assurance through documented procedures and reporting



# Leadership Profile and Attributes

The ideal candidate is a strategic and values-driven educational leader with a proven ability to guide Academic Staff, elevate teaching practice, and enhance student learning outcomes. They bring experience across the full employee lifecycle – including recruitment, onboarding, performance management, and succession planning – ensuring alignment with organisational values and long-term workforce strategy.

A strong commitment to capability development is essential, including delivering impactful professional learning, early career teacher support, and leadership pathways that build capacity across the College.

This role demands operational excellence, with the ability to manage daily staffing, resource allocation, and budget responsibilities efficiently and with sound judgement. The successful candidate will be an exceptional communicator, skilled at fostering collaboration with Academic Staff, senior leaders, and external partners. They will demonstrate a thorough understanding of relevant legislation, governance frameworks, and compliance requirements, combined with a commitment to ethical leadership and professional conduct. Above all, they will embrace and model the College's Christian ethos, demonstrating integrity, resilience, executive presence, and a dedication to cultivating a positive, high-performing culture.



**Alignment with St Peters Mission and Values**



**Courage, resilience, and strong interpersonal skills**



**Senior leadership experience in a Year 7 to Year 12 environment**



**Excellent communication skills**



**Strong collaborator with high standards of executive presence and personal integrity**



**Strategic thinker with business acumen**



**Instructional leadership with a focus on student learning**



**Driver of excellence and leading a positive, high performing culture**



**High standards of professional conduct, ethical leadership and behaviour**



**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 Academic Staff - Years 7-12 support the Christian ethos of St Peters Lutheran College and demonstrate courtesy, co-operation and teamwork with fellow members of staff.

Applicants will be assessed on the selection criteria below, together with their curriculum vitae, responses to the selection criteria and the contact details of at least three professional referees.

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 experience in leading Academic Staff and driving educational outcomes within a complex school environment, with a strong focus on student learning and instructional leadership.**

5

**Strong interpersonal and communication skills with the ability to build and sustain collaborative relationships across diverse stakeholder groups, including Academic Staff, leadership teams, and external partners.**

2

**Proven capability in managing the full employee lifecycle, including recruitment, onboarding, performance management, and succession planning, in alignment with organisational values and strategic workforce planning.**

6

**Sound understanding of relevant legislation (e.g., Fair Work Australia), policy frameworks, and reporting requirements, with a commitment to ethical leadership, discretion, and professional standards.**

3

**Experience in designing and implementing professional development programs, including early career teacher support, leadership development, and career progression pathways that build Academic Staff capacity and engagement.**

7

**A clear understanding of, respect for, and demonstrated support of the College's Christian ethos, values, and mission.**

4

**Demonstrated ability to manage daily Academic Staffing operations, resource allocation, and budget oversight with a focus on efficiency, compliance, and continuous improvement.**



# Application Process

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

## Your application should include:

- **Cover letter** - addressed to the Acting 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-academic-staff-indooroopilly](https://bit.ly/apply-now-head-of-academic-staff-indooroopilly).

## Start Date

The successful applicant will commence on or before 22 June 2026, or as negotiated.

## Applications Close

Monday, 23 March 2026 at 10:00am

## Enquiries

All enquiries and applications will be treated with the strictest confidence. Further information is available upon request through the People and Culture Department.

For enquiries, please contact People and Culture on 07 3377 6583 or via email at [peopleandculture@stpeters.qld.edu.au](mailto:peopleandculture@stpeters.qld.edu.au).



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**Submit applications via job link**  
**[bit.ly/apply-now-head-of-academic-staff-](https://bit.ly/apply-now-head-of-academic-staff-indooroopilly)**  
**[indooroopilly](https://bit.ly/apply-now-head-of-academic-staff-indooroopilly)**

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