



THE
GLENNIE
SCHOOL

DIRECTOR OF ACADEMICS
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.

To champion this commitment to educational excellence, we are now seeking a Director of Academics to provide strategic and operational leadership of our Years 7-12 academic program. This role is central to our mission, ensuring that our curriculum, assessments, and senior pathways are innovative, data-informed, and aligned with our ethos of All She Can Be.

We are looking for a visionary and collaborative leader who can guide our students as they navigate their academic choices and post-school aspirations. Whether empowering Heads of Department, leading academic mentoring initiatives, or using achievement

data to shape continuous improvement, you will play a vital role in strengthening the systems that support high-quality teaching and learning.

You will work closely with the Principal and Senior Leadership Team to foster an environment where academic structures contribute equally to outstanding achievement and student wellbeing. This is an extraordinary opportunity to serve in a school that cherishes its traditions while embracing the future. If you are a dynamic and strategic academic leader with a passion for girls' education and a desire to make a lasting impact, we invite you to consider joining The Glennie School.



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DIRECTOR OF ACADEMICS

The Director of Academics plays a vital role in driving the School's curriculum delivery and character development. Reporting directly to the Principal as a key member of the Senior Leadership Team, the position demands a high degree of vision, energy, and organisational excellence. The Director directly guides Heads of Department, Learning Support, and VET staff, and will maintain a teaching load equivalent to one class.

The following responsibilities are provided to explain the scope of the role. For a full Position Description, please contact Ms Katie McGavin on (07) 4688 8767.

Academic Leadership and Curriculum

- Oversee the effective delivery of the Year 7–12 academic program, ensuring curriculum documentation, scope and sequence, and work programs are compliant and current.
- Provide strategic guidance, leadership, and regular professional development to Heads of Department regarding curriculum planning and academic standards.
- Contribute to strategic planning to ensure academic programs respond to the evolving educational landscape and align with the School's ethos of All She Can Be.
- Work collaboratively with the Senior Leadership Team to align academic achievement, wellbeing, and student aspiration.

Assessment, Reporting and Compliance

- Lead quality assurance for assessment instruments, reporting frameworks, moderation practices, and academic records.
- Ensure strict compliance with QCAA, QCE, QCIA, ATAR, and VET requirements, including external assessments and relevant timelines.
- Coordinate academic calendars, assessment schedules, and reporting cycles in conjunction with the Director of Operations.
- Manage academic integrity and ensure processes for extensions and special provisions are applied clearly and consistently.

Student Pathways and Academic Progress

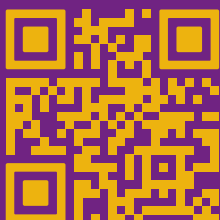
- Monitor student academic progress across Years 7 to 12, leading regular meetings to identify and support students requiring intervention or enrichment.
- Ensure students and families receive accurate, strategic advice regarding subject choices, prerequisites, ATAR eligibility, and post-school options.
- Work collaboratively with Learning Support to ensure academic adjustments and enhancement programs are appropriately implemented.
- Lead Academic Mentoring initiatives and oversee processes for subject placement and pathway adjustments.

Data, Systems and Communication

- Utilise academic data to identify trends in student achievement, subject performance, and academic risk to inform continuous improvement.
- Lead academic information evenings, subject selection events, and senior pathways presentations for the School community.
- Manage significant parent enquiries relating to academic progress and pathways with professionalism, promptness, and care.
- Provide regular academic analysis, data integrity oversight, and quality assurance reporting to the Principal and Senior Leadership Team.

SCAN TO WATCH

Learn more about
The Glennie School.





ABOUT YOU

The Person

You are a relational and collaborative leader who deeply aligns with the Anglican ethos and the School's educational philosophy. Embodying the Glennie Values of Respect, Compassion, Courage and Integrity, you bring a caring, professional attitude to every interaction. Your leadership style is grounded in trust and shared purpose, allowing you to build highly positive, respectful relationships with students, parents and staff.

Deeply committed to the holistic development and success of young women, you exercise discretion, fairness and sound judgement when managing complex pastoral or academic concerns. You maintain exceptional standards of confidentiality and conduct, serving as a dedicated advocate for the School. Flexible and accountable, you confidently manage competing priorities in a dynamic environment while diligently upholding the safety, wellbeing and compliance policies that keep our community thriving.

The Professional

To drive educational excellence, you bring a comprehensive understanding of the Queensland curriculum, assessment and senior certification requirements, including extensive knowledge of ACARA, QCAA, QCE, QCIA, ATAR and senior pathways. You have a proven capacity to lead academic systems and empower Heads of Department with clarity, consistency and collegiality.

Beyond your curriculum expertise, you possess high-level organisational skills and exceptional attention to detail. You are an evidence-informed practitioner who skillfully utilises academic data to guide strategic decision-making and improve student outcomes. With outstanding written and verbal communication skills, you adeptly navigate modern educational technology and remain committed to your own continuous professional learning. You seamlessly balance daily operational demands with innovative academic leadership to ensure our programs operate at the highest possible standard.



OUR MISSION:

To nurture the potential in each Glennie girl.

The Glennie School seeks to inspire young women to embrace learning with enthusiasm, to lead lives of good character, and make a meaningful difference in the world.

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 750 students from Kindergarten to Year 12, comprising approximately 220 girls in the Junior Years and 500

girls in the Senior Years. Currently, 170 girls from across Australia call Glennie home, supported by a tailored boarding program with specialised resources. 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 fulfilment.

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 strong work ethic, a growth mindset, 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.

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.

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.

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 to our cutting-edge STEM curriculum and high performance sports academy, Glennie offers a diverse array of

learning pathways. As a Cultures of Thinking school, we foster visible thinking, curiosity and lifelong learning through a dynamic community of educators and specialist support staff. Together, we create an environment where growth thrives, inspiring generations of Glennie girls to become curious, confident and capable learners.

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 other members of the Senior Leadership Team. All applicants will be updated and advised of the outcome of the shortlisting process. The successful applicant will commence at the start of the 2027 academic year.

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 address your covering letter to:

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

Submit your application via The Glennie School website or via Seek.

Applications close on Friday, 24 July 2026.



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glennie.qld.edu.au

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