



ST KEVIN'S
COLLEGE



RECRUITMENT PACK

JOIN A COMMUNITY COMMITTED TO
EXCELLENCE, FORMATION, WELLBEING
AND THE COMMON GOOD.

COMPASSION | INTEGRITY | EXCELLENCE



CONTENTS

- 1. Why St Kevin's? - Our Employee Value Proposition**
- 2. Our College - Our Mission, Values and Strategic Direction**
- 3. Working at St Kevin's**
- 4. Professional Growth and Development**
- 5. Wellbeing, Community and Benefits**
- 6. Our Commitment to Child Safety**
- 7. Policy, Compliance and Workplace Safety**
- 8. Our Recruitment and Selection Process**

WHY ST KEVIN'S?

A career at St Kevin's is an opportunity to contribute to the formation of young people within a strong Catholic community that values Compassion, Integrity and Excellence.

Our staff work in a culture that combines a rich tradition of academic excellence and holistic education with a clear commitment to innovation, professional learning, wellbeing and service. We seek people who bring expertise and optimism for their work and who want to make a meaningful contribution to the lives of our students and the wider College community.



Purpose and impact	Contribute to the education and formation of young people in a school shaped by Gospel values, the spirituality of Edmund Rice and a commitment to the Common Good.
Professional excellence	Work in an environment that values academic rigour, evidence-informed practice, innovation and high standards.
Growth and development	Access internal and external professional development and opportunities to build capability and leadership, with over 100 formal leadership positions across the College.
Community and belonging	Join a strong, connected community with a proud history since 1918 of achieving academic excellence, pursuing co-curricular passions and creating well rounded young men.
Facilities and access	Benefit from quality learning and co-curricular facilities, onsite parking at Heyington, Glendalough and Waterford, unsurpassed public transport access including Heyington Station, and access to pool and gym facilities.
Employee wellbeing	Access wellbeing initiatives, annual influenza vaccination, supported ladies gym sessions, EAP and salary packaging options.



OUR COLLEGE

OUR MISSION, VALUES AND STRATEGIC DIRECTION

St Kevin's College is a leading independent Catholic boys' school in the Edmund Rice tradition. The College is committed to standards of excellence in the formation of young people and educates students across the primary and secondary years. Our educational approach seeks the development of the whole person, integrating spiritual development, academic success, cultural awareness, wellbeing and sporting participation.

St Kevin's has a strong academic tradition in which students are encouraged to take responsibility for their learning in an environment that values knowledge, scholarship, curiosity and effort. Beyond the classroom, extensive co-curricular, sporting (APS), cultural, faith and service opportunities enable students and staff to participate fully in College life.

A DISTINCTIVE EDUCATION FOR BOYS

Our Strategic Plan commits the College to academic rigour in boys' education, positive cultural, social and ethical behaviours, educational innovation and evidence-based decision-making. For staff, this means working in a community that takes both teacher excellence and formation seriously: with staff focused on knowing students well, setting high expectations, building strong relationships and continually improving their practice.

OUR COMMUNITY

The College community extends across multiple campuses and a broad network of families, Old Collegians Associations, sporting and community partners. Staff are invited to participate in a vibrant school life and to contribute their gifts beyond the immediate requirements of their role, with particular emphasis on sporting and camps options.

OUR VALUES

- Compassion:** We seek to know and respond to others with care, respect and a commitment to human dignity.
- Integrity:** We act ethically, take responsibility and align our decisions and conduct with the values and expectations of the College.
- Excellence:** We pursue high standards in learning, teaching, professional practice, service and the formation of young people.

OUR STRATEGIC PLAN 2023-2027



1. A Liberating Catholic School

Edmund Rice and St Kevin spirituality; Gospel values and social justice; contemporary faith formation and professional learning; subsidiarity.

2. Standards of Excellence

Academic rigour in boys' education; positive cultural, social and ethical behaviours; educational innovation; evidence-based decisions.

3. Wellbeing for Learning and Life

Respect; flourishing learning and working environments; staff and student agency; targeted professional learning for wellbeing and development.

4. Inclusive Community for the Common Good

Diversity and inclusion, including priority to First Nations peoples; effective communication and partnerships; ethical governance; responsible stewardship.



WORKING AT ST KEVIN'S

We want staff to experience St Kevin's as a place of purpose, professional challenge, collegiality and growth. Our current recruitment materials highlight a collaborative and supportive work environment, ongoing professional development, quality educational technology and resources, convenient transport access and a range of employee benefits.

WHAT YOU CAN EXPECT

- A strong community with a rich history of academic excellence and holistic education.
- A collaborative culture in which professional contribution and growth are valued.
- A focus on internal and external professional development.
- Quality facilities, educational technology and resources that support effective teaching and learning.
- Access to pool and gym facilities for staff.
- Onsite parking and excellent public transport access, including the Heyington Station platform.
- Salary packaging options.
- Annual influenza vaccinations.





PROFESSIONAL GROWTH AND DEVELOPMENT

Professional learning is central to the College's strategic direction. The Strategic Plan explicitly prioritises staff professional learning, evidence-informed decision-making and targeted programs that build staff capability, wellbeing and development.

WHAT YOU CAN EXPECT

- Internal and external professional development opportunities.
- Annual Staff Conference and Staff Reflection Day
- Opportunities to work with experienced colleagues across faculties, year levels, campuses and co-curricular programs.
- Leadership and additional-responsibility opportunities as they arise, both academic and co-curricular.
- A culture that values reflection, collaboration, innovation and continuous improvement.



WELLBEING, COMMUNITY AND BENEFITS

The College's commitment to 'Wellbeing for Learning and Life' applies to both students and staff. Our aim is a respectful, holistic and flourishing learning and working environment in which people can contribute, grow and feel connected.

WHAT YOU CAN EXPECT

- Health and wellbeing activities throughout the year.
- Annual influenza vaccinations.
- Close parking and excellent public transport access at Heyington.
- Salary packaging options.
- Opportunities to participate in the wider life of the College through faith, service, sport, camps, culture and community events.



OUR COMMITMENT TO CHILD SAFETY

St Kevin's College is committed to the safety and wellbeing of children. The care, safety and wellbeing of students are embedded in College policies and procedures, with zero tolerance of child abuse.

Child safety is a shared responsibility. All people engaged by the College are expected to understand and meet their obligations, maintain appropriate professional boundaries, model safe and respectful conduct, and report concerns in accordance with College policy and regulatory requirements.

- Successful candidates must satisfy the child-safety and screening requirements relevant to their role.
- Teachers must hold current Victorian Institute of Teaching registration.
- Non-teaching and other relevant roles may require a current Employee Working with Children Check and other pre-employment screening.
- Staff are required to comply with the College's Child Safety Code of Conduct and Child Safeguarding policies and procedures.

POLICY, COMPLIANCE & WORKPLACE SAFETY

All staff share responsibility for maintaining an ethical, lawful, respectful and safe workplace. Employees are expected to comply with College policies, professional standards, codes of conduct, mandatory training requirements and the legal obligations relevant to their role.

- Maintain required registrations, licences and certifications.
- Participate in induction and compliance training on a regular schedule.
- Protect privacy and confidentiality.
- Identify, report and escalate safety, child-safety, conduct and compliance concerns.
- Take reasonable care for their own health and safety and that of others.
- Contribute to a respectful workplace and to the College's commitment to physical and psychological safety.



OUR RECRUITMENT AND SELECTION PROCESS

We aim to provide candidates with a professional, fair and respectful recruitment experience. Vacancies are advertised through the St Kevin's College Careers site and, where appropriate, external recruitment channels.

1. Application

- Candidates apply online and provide the documents requested in the advertisement, typically a resume and cover letter.

2. Shortlisting

- Applications are assessed against the requirements of the role. Candidates may be contacted for further information before the interview.

3. Interview

- Shortlisted candidates meet with a selection panel. Depending on the role, additional interviews and other screening activities may be used.

4. Reference checks

- Professional reference checks are undertaken for preferred candidates.

5. Pre-employment checks

- Candidates must satisfy right-to-work, child-safety, registration and other screening requirements relevant to the position.

6. Offer and onboarding

- Following satisfactory checks and approval, the preferred candidate receives an employment offer and onboarding information.





JOIN ST KEVIN'S COLLEGE

BRING YOUR EXPERTISE. GROW YOUR
PRACTICE. HELP FORM YOUNG MEN FOR
THE WORLD OF TOMORROW.

We welcome applications from people who are committed
to excellence, value relationships and want to build a
learning community.

Current opportunities: [St Kevin's College Toorak](#)

College website: www.stkevins.vic.edu.au

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