



St Peters
Lutheran College
Springfield

Candidate Information Pack

Director of Learning & Innovation

St Peters Lutheran College Springfield

Applications close: 10:00AM 21 October 2026



Welcome to St Peters Lutheran College Springfield

Thank you for your interest in the role of Director of Learning & Innovation 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 while strengthening staff capability, fortifying the strategic pathway 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



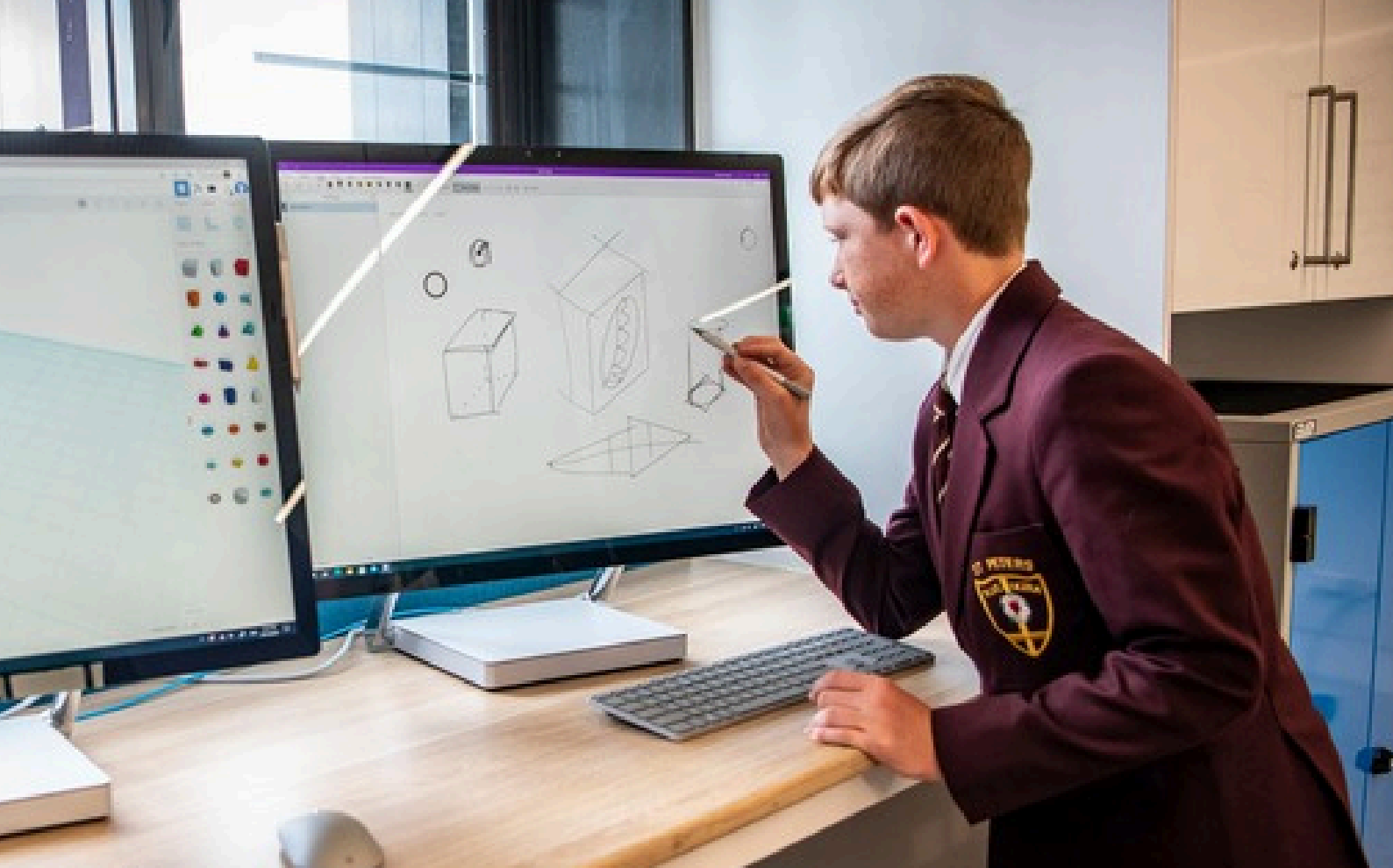
Respect



Service



A learning
community where
people flourish



The Opportunity

The Director of Learning and Innovation is an essential appointment and a critical leadership role within St Peters Lutheran College, consolidating the present whilst actively driving evidence-informed innovation in the pursuit of the future. Together with the Senior Leadership team, this position will lead an established site into its next phase of growth and influence, with the successful candidate shaping culture and driving educational excellence within the College.

Reporting directly to the Head of Springfield, the Director of Learning & Innovation of St Peters Springfield is accountable for the leadership and performance of Curriculum Leaders and Teaching Staff across the College. The role requires a leader with both operational clarity and vision into educational trends shaping the future of our students.

This role is charged with overseeing key academic operations such as fluid curriculum planning and delivery, guiding the exceptional learners by implementing enrichment and intervention programs and supporting a diverse team of teaching professionals. This is an opportunity for you as an individual 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 Role

The Director of Learning & Innovation of St Peters Springfield is responsible for the educational leadership of the College.

Their focus on advancing academic excellence by providing strategic leadership in curriculum, pedagogy, assessment, and educational innovation will ensure the continued delivery of high-quality learning experiences. Building teacher capability and driving continuous improvement all contribute to preparing our students to face the world, confident in their knowledge, skills, and values.

For our College, this role is essential in balancing strong academic outcomes with contemporary learning practices, educational technology integration, and the ongoing professional growth of teaching staff.

Key Responsibilities

- Strategic oversight and shaping of the Academic Leadership
- Contribute positively to the development of strategic direction of the College
- Ensure a cohesive, innovative and student-focused culture for teaching and learning
- Lead the systematic implementation of data-driven improvement processes
- Coordinate academic operations in addition to ensuring internal and external teaching compliance
- Foster collaborative working relationships and communication amongst staff and relevant internal and external bodies
- Oversee budgets, space planning and uphold H&S
- Uphold the Christian Ethos requirements including the four professional behaviours



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. Ability to build effective, long lasting relationships 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 encourage the College's ongoing growth and mission.



Strategic thinker with a drive to succeed



High standards of scholarship, behaviour, and executive presence



Alignment with St Peters 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



Committed to a Christian Ethos



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 Director of Learning & Innovation actively 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 senior leadership and management capability in a school context, including delivering strategic objectives, and contributing to a cohesive leadership team through collaboration and shared problem solving.

4

Demonstrated ability to lead school improvement using data and evidence, including curriculum delivery, innovation and implementation and capacity to lead change

2

Demonstrated ability to lead contemporary curriculum and pedagogy and to ensure high-quality assessment, moderation, feedback and reporting practices that improve student outcomes.

5

Demonstrated capacity to build staff capability and strengthen individual and team effectiveness, communicate with influence and effectively develop and manage relationships within the school community

3

Demonstrated knowledge and application of relevant curriculum frameworks and compliance requirements, QCAA syllabuses, current developments in the Australian Curriculum and associated reporting and data integrity obligations (incl NAPLAN)

6

Demonstrated understanding of, respect for, and active support of the College's Christian ethos



Application Process

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

Your application should include:

- **Cover letter** - addressed to the Head of Springfield, 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 [Apply Here](#)

Start Date

The successful applicant will commence on 18 January 2027, 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 Helen Jamieson, Head of Springfield on 07 3470 3808 or via email at h.jamieson@stpeters.qld.edu.au



St Peters
Lutheran College
Springfield

Start Date

**The successful applicant will commence on
18 January 2027 or as negotiated.**

St Peters Lutheran College Springfield

42 Wellness Way (PO Box 4556) Springfield Central QLD 4300 | 07 3470 3888

springfield@stpeters.qld.edu.au | stpeters.qld.edu.au

© St Peters Lutheran College