FLINDERS
CHRISTIAN COMMUNITY COLLEGE
Hope & Purpose through Christian Education

Flinders Christian Community College - Position Description

Drum/Percussion Instrumental Teacher

1. POSITION IDENTIFICATON

Title	Drum/Percussion Instrumental Teacher	**Level**	N/A
Campus	Carrum Downs	**Agreement/Award**	Sub - Contractor
Reporting To	Head of Performing Arts	**Date effective**	Term 1, 2027
Last updated	4 November 2026	**Position No.**	PC50.1

2. INHERENT REQUIREMENT

Purpose
We bring hope and purpose to our community through Christian education.

Vision
To be a Transformative Christian Learning Community.

Values
We value:
- Love, Faith, Integrity, Humility, Grace, Excellence, Perseverance.

All employees at Flinders Christian Community College model and demonstrate the reality of the Gospel by the way they undertake their employment responsibilities and by the way they live. Every activity undertaken by the College must be characterised by love, mercy, forgiveness, reconciliation, humility and justice, all elements demonstrated by Christ's life, death and resurrection, which is the core of the Gospel.

Employees agree with the College's:
- Purpose, Vision, Values, Philosophy of Christian Education;
- Statement of Identity;
- Statement of Faith;
- Nicene Creed and Apostles Creed.

Employees shall have an in-depth knowledge of the ethos of the College (below) and the principles by which it operates, and must be willing to support these unreservedly.

3. CULTURE AND VALUES

Ethos

Employees are expected to:
- Uphold at all times the practical demonstration of Faith in Christ and the College's underlying Christian beliefs and ethos in dealing with others

155 Mornington-Tyabb Road Tyabb VIC 3913 | P: (03) 5973 2020 | F: (03) 5977 3375 | E: people.culture@flinders.vic.edu.au | ABN: 52 121 486 849

- Comply with Biblical standards of equity, justice, fairness and compassion in dealing with others within and beyond the College
- Act responsibly to protect the safety and security of our students and other staff at all times
- Encourage positive behaviours and attitudes in students and others that demonstrate respect for all
- Perform duties in a responsible and professional manner, with due regard for the College's policies and other legal requirements and obligations
- Exert responsible stewardship of College resources
- Promote and protect the College's reputation in the wider community
- Act appropriately when a conflict arises between the individuals personal interest and their duty to the College

Employees must support the College values and policies, and conduct themselves in a way which is consistent with this ethos. Specific expectations of employees are detailed in the College's Policy Handbook which is located on the Colleges' intranet.

4. RISK AND COMPLIANCE

It is the responsibility of every staff member to actively participate in the management of risk and to ensure a safe work environment for themselves, their co-workers, students and the college. This position description is subject to the Risk Management Strategy/Policy and OHS Policy. The employee must ensure that prescribed tasks are performed subject to established risk assessments and safe work practices. To that end the following are also requirements of this role:

a. Report all hazards observed including any potentially unsafe work practices;
b. Report all incidents of injury or near miss;
c. Actively Participate in all professional development and training regarding Risk management and OHS;
d. Cooperate with any reasonable request for action to ensure the safety of self and others and the mitigation of risk to the College;
e. Implement measures in the Music Building and day to day practice to ensure sound production is within approved decibel levels for staff and students.

5. PURPOSE OF POSITION

Flinders Christian Community College encourages all students to participate actively in a wide range of music activities. The music program complements the Music Faculty component of the Curriculum for all sub-schools. This is demonstrated through:

- involvement in instrumental teaching
- ensemble direction and support
- participation in performance events
- support of the classroom program
- support of event management
- maintenance of the music faculty assets and equipment.

The Music Generalist will mentor, instruct and contribute to the overall development of the College's music program within the guidelines established by Flinders Christian Community College campus and faculty strategic plan.

6. WORKING RELATIONSHIPS

Reports to: Head of Performing Arts

7. BRIEF SUMMARY OF ACCOUNTABILITIES AND RESPONSIBILITIES	
ACCOUNTABILITIES AND RESPONSIBILITIES	**KEY PERFORMANCE INDICATORS**
OUTCOME: Instrumental Tuition Provide instrumental lessons in private, shared, and group settings. Deliver high impact teaching strategies. Provide engaging teaching that develops both technical and repertoire skills. Plan lessons that cater for the students learning needs and desires. Collect and return students to class (Primary) and assist with signing in/out of synergetic. Instrumental spaces are respected and kept in an orderly manner.	High-level individual or small group tuition is delivered. Long term positive learning relationships are developed with students through quality of tuition, quality of pastoral relationship; maintain at least 80% of students enrolled by end of term 1 throughout the year. Students are effectively prepared for performances on a term or semester basis. Annual review with the Head of Faculty in liaison with the Principal, to identify measureable outcomes and assess accordingly.
OUTCOME: Ensemble Direction & Assistance Musical direction and/or assistance of ensembles and music programs with regular weekly rehearsals and term/semester performances. Involvement in a range of semi-regular or occasional events in a performance/direction or technical support capacity including but not limited to: ▪ Incursions/excursions ▪ VCE assessments, exams ▪ Soirees ▪ Music Festivals ▪ Eisteddfods ▪ Music Camps-Tours ▪ Music Showcase ▪ Concerts ▪ Presentation Night ▪ Easter-Christmas services ▪ Chapel Music ▪ Open Days ▪ Master classes ▪ Workshops ▪ School Assemblies ▪ School Production ▪ Lunch time performances Rehearsal spaces are respected and kept in an orderly manner.	A regular rehearsal program with high attendance by the students is maintained. Students are effectively prepared for performances on a term or semester basis. Regular attendance to music events in a performance/direction/technical support role.

OUTCOME: Administration Demonstrate positive communication with all stakeholders that is consistent with College values at all times Communicate all administrative needs with the Music Administrator and/or Head of Performing Arts. Provide written and/or verbal feedback and progress to students and/or student parent. Complete semester based instrumental reports.	Communicate effectively with the Music Administrator and/or Head of Performing Arts to arrange timetables, taking into consideration the following aspects: ▪ Regular subject clashes ▪ VCE students ▪ Student individual learning needs ▪ Classroom curriculum program ▪ Specific requests of parents and students ▪ Flexibility of negotiation with students and teachers regarding significant assessment (tests, exams etc); negotiation of credit arrangements in accordance with College values ▪ Manage interruptions to normal teaching due incursions/excursions ▪ Timely completion of semester reports ▪ Term based invoices Timely and effective parent and student communications via school email, phone, and Moodle is maintained Currency with ANZCA/AMEB exam requirements and VCE requirements is ensured Professional development and best practice is proactively planned and informs practice.
OUTCOME: Maintenance of Facilities Staff are assigned areas of responsibility particular to their instrument and areas of the Music Building to maintain. Report any equipment damage to Music Administrator and/or Head of Performing Arts	Equipment is effectively maintained, repaired and tuned relevant to expertise Designated rooms are checked for ongoing maintenance and are kept in an orderly manner.

8. WORK RELATED REQUIREMENTS / SELECTION CRITERIA

Essential skills:

1. Mature Christian demonstrating Godly wisdom and Christ-like qualities
2. A well-developed understanding of and commitment to the principles of Christian education
3. Demonstrated successful music ensemble instruction experience
4. Demonstrated ability to organise and deliver music lessons
5. Demonstrated ability to organise and deliver music education through a collaborative approach with other faculty members
6. Well-developed interpersonal and people management skills
7. Administrative ability
8. Effective problem solving skills
9. Flexibility, workload prioritisation, manage multiple tasks effectively and proactivity.

Attributes

Leading/Living the vision and values:
Keeping the vision and values of Flinders Christian Community College at the forefront of decision-making and action.

Initiating Action
Taking prompt action to accomplish objectives; taking action to achieve goals beyond what is required; being proactive.

Communication and Trust
Clearly conveying information and ideas through a variety of media in a manner that engages the audience and helps them understand the message. Interacting with others in a way that gives them confidence in one's intentions and those of the organisation.

9. POSITION DIMENSIONS	
NUMBER OF STAFF DIRECTLY REPORTING TO POSITION	Nil
EXTENT OF DELEGATED AUTHORITY	Operates with a high level of autonomy under broad direction
LOCATIONS	Carrum Downs campus
ALLOWANCES/SPECIAL CONDITIONS	N/A
SPECIALISED EQUIPMENT/SPECIAL LICENCE REQUIREMENTS	Current WWCC
OTHER IMPORTANT DIMENSIONS	N/A