

# LAUNCESTON CHURCH GRAMMAR SCHOOL



---

## INFORMATION FOR DIRECTOR OF TEACHING AND LEARNING (GRADES 7-12) APPLICANTS

---

**Launceston Church Grammar School (Launceston Grammar)** is an Anglican co-educational day and boarding community where global learners and leaders are nurtured, challenged and inspired to serve and shape our world with courage, curiosity, creativity and compassion. As the oldest continuously independent school in Australia, Launceston Grammar has a distinguished reputation for providing outstanding education in Tasmania.

### THE POSITION

Launceston Church Grammar School is seeking to appoint an experienced and dynamic educator to the position of Director of Teaching and Learning (7-12), to ensure that exemplary teaching and learning practices are modelled and developed at Launceston Grammar.

The Director of Teaching and Learning (7-12) is a member of the School Executive responsible for the quality and continuous improvement of teaching and learning practices and curriculum implementation at the Senior Campus of Launceston Church Grammar School. They will lead Learning Area Leaders, Heads of Department and other staff allocated to curriculum roles to ensure a coordinated, coherent and connected school programme of quality teaching and learning.

The Director of Teaching and Learning (7-12) will ensure the school meets its quality assurance and reporting obligations as defined by national and state curriculum authorities and will support the decision making and strategic objectives of the School. Reporting to the Deputy Head -Teaching and Learning, the Director of Teaching and Learning (7-12) supports both strategic and operational leadership to deliver outstanding teaching and learning.

This position is full-time and commences in Term 1 (January), 2020

Support for and alignment with the ethos, culture and values of an independent Anglican School is essential.

### ESSENTIAL CRITERIA

Applicants will have:

- tertiary qualifications in Education;
- current registration with the Tasmanian Teacher's Registration Board, or be eligible for registration;

- current registration to Work with Vulnerable People (Tasmania), or be eligible for registration;
- current first aid qualifications in HLTAID004, or be willing to undertake training;
- experience managing an academic, pastoral or other significant programme in a relevant educational setting;
- proven ability to develop, implement and monitor the effectiveness of a significant teaching and learning or curriculum programme;
- proven ability as an energetic leader within a teaching and learning community, to build enduring and supportive relationships with students, parents, carers and staff.
- proven capacity to employ a variety of contemporary information technology (IT) solutions and relevant ICT tools for personal effectiveness and workplace efficiency and understanding of ICT strategies that are effective for teaching and learning;
- demonstrated ability to plan, administer and report on staff professional development and growth;
- membership of a leadership team;
- skills as detailed on page 3 of the position description; and
- personal attributes as detailed on page 3 of the position description.

## **SUBMISSION OF APPLICATIONS**

The preferred method of submission is via email to [hr@lcfgs.tas.edu.au](mailto:hr@lcfgs.tas.edu.au)

In the subject line of your email please include the position applied for and your name eg **Administration Officer – John Brown**

Your application must include the following documents:

1. A covering letter of no more than 3 pages addressing the essential criteria listed above and outlining how you would approach the position;
2. Completed application for employment form;
3. A copy of your current Curriculum Vitae (including qualifications and employment history) of no more than 4 pages.

Referees will only be contacted with your permission if you are selected for interview and after the first round of interviews are complete.

If submitted via Australia post, please mark your application as “Private and Confidential.”

## **CLOSING DATE FOR APPLICATIONS**

**5pm, Friday 27 September 2019**

Applications must be received by 5pm on the stated closing date. Late applications will not be accepted, unless approval is received from the Human Resources Manager. This approval will only be given in exceptional circumstances eg failure of Launceston Grammar's internet facilities.

### **UNAUTHORISED THIRD-PARTY ADVERTISING OF LCGS VACANCIES**

Applications will only be accepted from advertisements placed by Launceston Grammar on our website, authorised web advertising eg Seek or LinkedIn or in authorised print media eg newspapers.

Regrettably in this digital age we have experienced unauthorised advertising of our positions vacant on websites such as Indeed.com. Please be advised that we only consider those applications that are submitted in accordance with the details contained above in the paragraph 'Submission of Applications.'

### **WORKING WITH VULNERABLE PEOPLE REGISTRATION (WWVP)**

To work at Launceston Grammar all employees must comply with the requirements of the Registration to Work with Vulnerable People Act 2013 Tasmania. It is not necessary to register until an offer of employment is made. For more information about WWVP please visit <https://www.cbos.tas.gov.au/topics/licensing-and-registration/registrations/work-with-vulnerable-people>

### **ACKNOWLEDGEMENT OF APPLICATIONS**

Applications are acknowledged by email, typically this occurs within 24 hours. Where an email address has not been supplied, an acknowledgement letter will be sent by Australia Post.

**Please Note:** Recruitment processes conducted over school holiday periods may result in a delay to the email acknowledgement, but this will occur as soon as is reasonably practicable.

### **SHORTLISTING OF APPLICATIONS**

Shortlisting of candidates for interview commences as soon as possible after the closing date for applications. The timeframe for shortlisting depends on the size of the applicant field and consequently this process may take some time to complete (typically between 1-4 weeks). The recruitment panel shortlists candidates against the selection criteria and only those candidates who demonstrate the strongest claims are selected for interview.

Candidates not selected for interview are notified via email, or by letter (where no email address has been provided).

**PLEASE NOTE:** Due to the high number of applications typically received when we advertise a vacancy, we are unable to provide individual feedback or coaching to candidates not selected for interview.

## **ASSESSMENT OF SHORTLISTED CANDIDATES**

A variety of methods may be used to assess candidates. An interview typically forms part of the assessment process. Overall assessment includes the job application documents and reference checking with nominated referees.

Candidates who take part in an interview will be advised at the interview when the outcome of the recruitment process will be known. The successful applicant will be contacted by telephone. Unsuccessful applicants will be contacted by email, or by letter (where no email address has been provided).

Candidates who take part in an interview may request feedback. Any feedback provided will be relevant to the candidates' performance and provided in the interests of personal improvement. Comparisons of individual candidates will not be made.

## **SELECTION**

Launceston Grammar's selection process is governed by the merit principle. The merit principle requires that selections are based on the combination of ability, qualifications, relevant experience, performance at interview and reference checking all compared against the selection criteria.

The candidate selected will, in the decision of the recruitment panel, be the candidate best suited to the overall requirements of the position, as assessed through the recruitment process outlined above.

**PLEASE NOTE:** Our selection process may involve more than one interview. A meeting with the Headmaster will form part of the process.

## **PERSONAL INFORMATION COLLECTION NOTICE**

During the recruitment process, Launceston Grammar collects personal information from applicants which includes information regarding their identity, postal address, contact phone numbers, email address, eligibility to work in Australia, education, employment history, and referees.

Launceston Grammar uses this information for the primary purpose of assessing an applicant's suitability for employment with the School and for communicating with the applicant during the recruitment process. If an application is successful and an employment contract with the School is accepted, the information provided forms part of the employee's personnel file.

Launceston Grammar also uses the information for the following secondary purposes:

- Complying with legislative and regulatory obligations.
- Statistical information for the Federal Government for the purposes of Workplace Gender Equality reporting – specifically information relating to the gender of job applicants, where this information is de-identified.

If an application is unsuccessful, all materials supplied that are printed in hard copy are securely shredded within 6 months of the completion of the recruitment process. Electronic materials supplied are electronically deleted.

Job applicants are requested to only provide copies of documents. In the event of an original document being supplied an arrangement is made with the job applicant for its collection from the School.

Unsuccessful applications are not held on file for possible future reference.

Information is collected:

- Directly from the job applicant via the completion of the Application for Employment form. This form is then submitted via email or in hard copy through the mail.
- Directly from the job applicant via any communications conducted during the recruitment process.
- Directly from the job applicant's nominated referees for the purpose of the recruitment process.

If this information was not collected, Launceston Grammar would not be able to assess the job applicant's suitability for employment.

During the recruitment process information regarding an applicant's skills and experience may be disclosed to an applicant's nominated referees. The purpose of this disclosure is to verify information. Information is only disclosed to the applicant's nominated referees, where direct consent to contact the nominated referees has been provided by the job applicant on the Application for Employment form.

Job applicants are entitled under Privacy legislation, in certain circumstances, to access and seek correction of personal information about them held by Launceston Grammar. Should a job applicant wish to access or update their personal information, or if they have an enquiry or complaint about how Launceston Grammar uses their personal information, they may contact:

Mrs Audra Anderson  
Human Resources Manager  
Launceston Grammar  
PO Box 136  
**MOWBRAY HEIGHTS TAS 7248**

E: [hr@lcs.tas.edu.au](mailto:hr@lcs.tas.edu.au)  
P: 03 6336 6000