



HEAD OF SECONDARY

APPLICATION PACKAGE



CHARACTER COMMUNITY EXCELLENCE

OUR STORY

Established in 2015, as a response to the growing need for additional schooling options in Agnes Water, the College has grown into a vibrant Prep – Year 12 learning community. Discovery Christian College is committed to partnering with families in the education of students through an intentionally designed, supportive and challenging environment where every student can both realise and fulfil their God-given potential.



Built on the foundations of character, community and excellence, Discovery Christian College seeks to grow students through a broad suite of opportunities that support holistic development across academic, sporting and cultural pursuits. Our programs are delivered by passionate, dedicated staff who seek to understand the unique characteristics of our students and challenge them to grow in a distinctly Christian environment. Although we are young in our development, we know that students will graduate from Discovery Christian College as confident young adults, ready to influence and shape the world around them.

OUR VISION

Transforming lives through excellence in Christian education.

This vision is embodied and enacted through four key pillars;



OUR VALUES



CHARACTER

At Discovery Christian College, the development of character is of paramount importance. Christian values such as love, respect, integrity, servitude and perseverance are an integral part of who we are and what we promote by valuing each child as a unique creation of God. In all that we do as a College, our goal is to provide opportunities that empower all students to grow, equipping them with the characteristics and skills to make a difference in their communities, locally, nationally and abroad.

WE ACHIEVE THIS BY:

- Providing an inclusive College community where students are known, valued and respected by all.
- Meeting children where they are, and striving to help them develop in their pursuit of excellence.
- Encouraging the development of responsibility and resilience through building a growth mindset.
- Facilitating opportunities for students to develop empathy, compassion and understanding through service towards others



COMMUNITY

Community is at the heart of our mission. As a Prep to Year 12 learning community, the feeling of family and connection is tangible in all that we do. Students have opportunities to build confidence and connections with others across multi-age levels, fostering a sense of belonging, through purposeful interactions and authentic relationships. We challenge our students to think beyond themselves, seeking to build the capacity to serve the needs of others before themselves. Instilling a sense of commitment to others outside of themselves will prepare our students to be responsible leaders of the future in whichever community they find themselves in.

WE ACHIEVE THIS BY:

- Nurturing and fostering connections & friendships across year levels. Partnering with families and the local community to support the growth and development of our young people.
- Intentionally focusing on the development of belonging, empathy, understanding and compassion towards others.
- Empowering students through service learning opportunities that challenge them to think beyond themselves.



EXCELLENCE

The pursuit of excellence is valued across all facets of College life. Staff actively encourage and support students to achieve their personal best through rigorous learning opportunities that excite and encourage our students to step out of their comfort zone and build upon their gifts and talents. We make a key distinction in recognising that our students must strive for excellence not to be excellent. With this notion in mind, we recognise that excellence looks different for all of our students, that it is a process and that it is defined by positive habit building in all areas of life. The aspiration for excellence is fundamental to our core values.

WE ACHIEVE THIS BY:

- Creating an atmosphere of belonging where each child's unique gifts and talents are fostered and encouraged to grow.
- Knowing our students and developing rigorous learning activities which cater for their individual needs, meeting them where they are, but challenging them to extend themselves.
- Establishing high levels of accountability, through clear expectations, structured processes and a holistic student development focus.
- Providing a suite of opportunities across the Arts, Sports, Academics, Service Learning and Vocational fields that harness students' passions and inspire them to pursue excellence in all endeavours.



THE ROLE

The Head of Secondary is a vital member of the College's Senior Leadership Team, playing a central role in realising our vision to transform lives through excellence in Christian education. Working collaboratively with the broader leadership team, the successful candidate will drive the strategic direction and daily operations of the Secondary school, overseeing its educational leadership, pastoral care, and organisational culture. This dynamic position also includes a small teaching component, ensuring the leader remains actively engaged in classroom practice and pedagogical modelling.

At the heart of this role is a commitment to fostering both academic excellence and holistic student development. The Head of Secondary is responsible for shaping relevant, robust curriculum pathways, ensuring regulatory compliance, and driving pedagogical best practice to meet diverse student needs. Beyond academics, they will champion a supportive, distinctly Christian school culture underpinned by the College's Character Development Framework. This involves implementing proactive wellbeing strategies, maintaining high standards for student conduct, and overseeing key pastoral initiatives that build community and resilience among students.

Ultimately, the Head of Secondary is a culture builder and staff mentor. By empowering teaching staff through professional capacity building, effectively managing the daily operations of the sub-school, and engaging meaningfully with parents and the broader community, this leader will cultivate a collaborative, highly engaged environment where both students and staff can flourish.



COMMENCEMENT & REMUNERATION

- Commencement: This role will commence on Monday 20 July 2026.
- Remuneration: A salary package will be negotiated with the successful applicant, in line with the Educational Services (Teachers) Award 2020. The role will attract a significant leadership allowance.
- Relocation Package: Where required, the College will provide a small relocation package for the successful candidate.

CHILD SAFEGUARDING COMMITMENT

Discovery Christian College is deeply committed to the safety, wellbeing, and protection of all children and young people in our care. The successful applicant must hold and maintain a valid Queensland Teachers Registration.



SELECTION CRITERIA

- Demonstrated commitment to spiritual and moral practices consistent with Biblical principles, with the ability to lead the Secondary school in alignment with the College's mission, vision, and core values.
- Proven ability to establish strong relationships, develop cohesive teams and foster a connected school community.
- Proven ability to develop, articulate, and implement a strategic vision for secondary education, ensuring that programs and initiatives are highly relevant, robust, and appropriate for student needs.
- Extensive knowledge of Queensland Curriculum and Assessment Authority (QCAA) requirements, with experience acting as a delegate for procedures including endorsement, confirmation, and tracking QCE and ATAR data.
- Demonstrated success in overseeing the documentation and continuous review of units of work to ensure pedagogical excellence, best-practice assessment, timely academic reporting and robust curriculum development.
- Ability to lead and oversee pastoral care programs and wellbeing strategies that identify, support, and monitor at-risk students across mental, health, and behavioural domains.
- Demonstrated ability to foster a positive school culture with high standards for student conduct and presentation, acting as the primary escalation point for significant behavioural interventions.
- Advanced communication skills, with proven success in leading and managing change, across a variety of stakeholders, including students, staff, families and the broader community.
- Demonstrated ability to manage budgets and resources to enhance educational outcomes for students.
- Strong organisational and time management skills, with an ability to prioritise tasks, meet prescribed deadlines, and concurrently manage a number of competing tasks.
- Mandatory Requirement: Current Queensland College of Teachers (QCT) registration, or the eligibility to obtain it prior to commencement.

HOW TO APPLY

Please submit your application containing the following:

- A brief cover letter (no more than one A4 page).
- A maximum three-page response addressing the selection criteria outlined in this document.
- Your CV, which must include the contact details for two professional referees and one personal referee.

Applications should be addressed to Mr Josh Counsel, Principal, and submitted via email to hr@discovery.qld.edu.au.

Applications close at 4pm on Friday 10 April 2026 . Please note that the College reserves the right to fill the position early by invitation or appointment, make an interim arrangement, extend the application date, or re-advertise the position.

All interviews will be conducted in person, during the first week of Term 2 (20 April - 24 April).

Applicants shortlisted for an interview will be required to do a presentation to the interview panel (no longer than 10 minutes), outlining their vision for the Secondary School.