



---

# Application Guidelines

## **Director of Sport and Extra-Curricular (ELC – 12)**

---

**extraordinary**



# Vision

Inspiring and equipping hearts, hands and minds for a world of possibilities

# Mission

We aim to provide a vibrant education, rich in opportunities, delivered within a caring, supportive environment, empowered by the love of Jesus Christ.

We seek to inspire young people to actively engage in lifelong learning, achieve their best and become global citizens who serve with an open heart.

# Motto

*Fortiter in Re,  
Suaviter in Modo*

**Firm in Principle,  
Gentle in Manner.**



---

# Background — The College

---

Concordia College has a rich history as an academic and caring school, encouraging and supporting young people to be successful, independent learners.

Our school was established in 1890 in Murtoa, Victoria as a boys' college and training ground for future pastors and teachers. Fifteen years later, it moved to Highgate, a beautiful leafy suburb just 5km southeast of Adelaide's CBD.

In 2016, Concordia College and St John's Lutheran School in Highgate, joined together as one College (ELC to Year 12). We amalgamated with St Peters Lutheran School at Blackwood, adding a third campus in January 2023.

- St Peters Campus, Blackwood – ELC to Year 6
- St John's Campus, Highgate – ELC to Year 6
- Concordia Campus, Highgate – Year 7 to Year 12

The ongoing development of the IB curriculum framework, the Australian curriculum, SACE, VET and the continuing exploration of new ways to use digital technologies in support of student learning are important components of the Strategic Plan of Concordia College. All students have access to a digital device. Current enrolment is approximately 550 students from ELC – Year 6 and 900 students from Years 7 – 12.



# Sport Highlights

## Sport at Concordia College

Sport is an integral part of life at Concordia College, playing a central role in the development of our students both on and off the field. Our co-curricular sporting program provides students from Reception through to Year 12 with the opportunity to compete, grow and thrive in a supportive and high-performing environment.

Concordia competes weekly across a wide range of sports through the SAAS (boys) and IGSSA (girls) competitions — two of South Australia's premier school sport associations encompassing 36 schools statewide. Our students have every opportunity to represent their school across a breadth of disciplines throughout the year. The scale of our program reflects the depth of student involvement across the college. In the summer season, Concordia fields 68 teams across the school — 41 on the Middle and Senior campus and 27 on the Primary campuses — competing across girls basketball, tennis, cricket and volleyball. In winter, that number grows to 65 teams, with 33 on the Middle and Senior campus and 32 on the Primary campuses across AFL, soccer, netball and boys basketball.

Underpinning our program is a commitment to both participation and excellence. We welcome students of all abilities — from those picking up a sport for the first time, to athletes competing at state and national level. To drive standards across all year levels, Concordia has invested in dedicated Head Coaches across key programs, ensuring quality coaching and player development from our junior years through to our senior teams. This focus has been reflected in a rich history of success, with our Basketball and Volleyball programs in particular boasting multiple State Championship titles and national competition appearances.

We believe co-curricular sport builds character, resilience, teamwork and leadership — qualities that extend well beyond the playing field and contribute to the all-round development of every Concordia student.

## 2025 Sport Achievements

- SSSA Athletics A1 - Finished 3rd in the State (Combined)
- Open Boys Basketball - National Championships 3rd place
- Open Girls Basketball - National Championships 4th place
- 9/10 Boys Basketball - Finished 3rd in the State
- Middle A Girls Basketball - Second consecutive IGSSA premiership
- Open Girls Volleyball - Division 1 IGSSA Grand finalists
- 7/8 Boys Volleyball - Division 2 State Champions
- 9/10 Girls Netball - Finished 3rd in the State



# Learning Well

**Learning Intentions and Success Criteria:**  
Clear and explicit statements relating to what students are learning, the purpose of their learning, and what achievement 'looks like'.

**Structure and Routines:** A consistent learning structure and set of routines are used to support student engagement, reduce cognitive load and assist the development of self-management, and emotional regulation skills.

**Relationships and Expectations:**  
A safe learning environment is established through modelling respectful relationships and upholding consistent expectations.

Instructional Model



Connecting  
Empowering  
Challenging

*Learners*

Wellbeing Model

**Inquiry:** Questions and authentic provocations are used to engage students in constructing knowledge, developing skills, and applying their understanding.

**Inclusions:** Strategies, activities, and interventions are selected, adjusted and used to support the engagement and progress of every learner based on their strengths, interest and needs.

**Feedback:** Diverse, regular and timely feedback opportunities are provided for students in assisting them to understand their learning performance and the next steps in achieving progress.

**Challenges**  
Academic  
Physical  
Social  
Psychological  
Spiritual

**Wellbeing** is the **equilibrium** between the **challenges** an individual is facing, and the **resources** they have to face them.

**Resources**  
Academic  
Physical  
Social  
Psychological  
Spiritual

---

## School Culture

Concordia College supports an environment that encourages the growth of each individual's spiritual, intellectual, cultural, social and physical capabilities.

The heart of Concordia College is expressed in our motto; Firm in Principle, Gentle in Manner. The education and growth of the whole person is central to the purpose of the College and is realised through high expectations within a culture of openness and forgiveness in a Christian community.

Concordia College is an inspiring school environment with professional, caring teachers who provide a firm foundation for students to engage with their learning and build relationships. We believe this is vital in allowing them to strive to achieve their best. This in turn, enables students to be positive contributors to the world through service to others, both locally and globally.

## Teaching and Learning

A teacher at Concordia College provides high quality, professional, inspiring and innovative teaching within a supportive community whose principles are underpinned by the values and ethos of Lutheran education. The interface between student wellbeing and engagement in learning is recognised as a key contributor to the holistic development of our students.

Our Instructional Model has a focus on collaborative approaches to teaching and learning to enhance student education and equip them for life beyond school.

Co-curricular, extra-curricular and service opportunities provide contextual and individual experiences for students to enhance the breadth and depth of their experiences.

## Why Join Concordia College?

At Concordia College, you'll be part of a vibrant, values-driven school community that supports both your professional journey and personal wellbeing.

- **Inspiring Students**  
Be energised by curious, motivated and engaged learners who are eager to grow and thrive.
- **A Community That Cares**  
Experience the warmth of an authentic, inclusive and supportive environment made up of passionate students, dedicated families and committed staff.
- **A Team with Purpose**  
Work alongside experienced and driven professionals who share a deep commitment to delivering excellence and enriching the student experience.
- **Investing in You**  
Grow your career through generous professional learning opportunities that reflect our strong belief in lifelong development.
- **Outstanding Locations and Facilities**  
Enjoy working in beautiful settings at Highgate and Blackwood, featuring state-of-the-art sports and learning facilities.
- **Wellbeing Matters**  
We prioritise the wellbeing of our staff by fostering a culture that values a healthy approach to work and life, supports opportunities to recharge, and actively listens to and respects staff voice.

---

# Position Overview

---

## Sports Philosophy

At Concordia College, sport is recognised as a vital co-curricular element that enriches learning and supports students' social, physical, and leadership development. The Director of Sport & Extra-Curricular ELC–12 will lead and promote this integrated approach, ensuring sport aligns with the College's educational vision and culture. Supported by Sports Coordinators, Coaches, and the Sports Administrator, the Director will oversee and strategically develop ELC–12 sport programs, enhancing student engagement, strengthening learning outcomes, and driving excellence across all sporting pathways.

## Director of Sport & Extra-Curricular (ELC – 12)

**Full time - 4 weekdays and Saturdays during sports seasons, as negotiated**  
**Commencing January 2027**

Concordia College is seeking an inspiring and dynamic Director of Sport & Extra-Curricular (ELC–12) to commence in 2027. This senior leadership role offers the opportunity to shape and deliver innovative, engaging, and high-quality sport programs for students from Early Learning Centre to Year 12 across the College's three campuses.

Leading a dedicated and high-performing sport team, the successful candidate will foster a culture that connects, challenges, and empowers every learner through meaningful participation and achievement in sport and extra-curricular activities.

The Director will champion opportunities for students and the wider community to engage in the health, wellbeing, recreational, and social benefits of physical activity, team sports, individual performance, and lifelong participation.

In addition to overseeing the College's sport programs across all campuses, the role carries responsibility for the House program and the coordination of all extra-curricular activities.

We are seeking the best candidate for this position and are open to applications from both qualified teachers and experienced non-teaching professionals. The role will be shaped to leverage the strengths and expertise of the successful applicant.

Working closely with the Head of College, Campus Principals and key stakeholders, the Director will ensure a cohesive and seamless student experience across co-curricular and extra-curricular programs. The successful applicant will lead the development and implementation of the College's Sport Strategic Plan, driving excellence, innovation, and positive outcomes for students across the College.

---

# Applications

---

The Role Description and Application Form for this position can be accessed on the College website, [www.concordia.sa.edu.au](http://www.concordia.sa.edu.au), under 'About' / 'Employment'. If there are any questions about the position or the application process, please contact Reception, who can put you in touch with the appropriate person.

**Applications close 9.00am Thursday 16 July 2026, however applications will be considered as they are received, so please apply as soon as possible.**

Applications will be accepted via email only to [employment@concordia.sa.edu.au](mailto:employment@concordia.sa.edu.au). Please quote "Director of Sport & Extra-curricular – Your Name" in the subject line of your application email.

Applications should be addressed to:

Mr Paul Weinert  
Head of College – Concordia College  
24 Winchester Street  
Highgate SA 5063

Applications should include the following:

- a completed Concordia College **Employment Application Form** (available from the College website)
- a brief **covering letter** outlining why you are interested in the opportunity to join Concordia College and how we would see the Learning Well framework embedded in your work in our Community
- an up-to-date **resume** which includes a chronological summary of qualifications and positions held
- please attach a copy of your current RRHAN-EC, WWCC, First Aid and other relevant certificates.

---

# Selection Process

---

The selection panel regards the selection process as a confidential two-way communication process involving applicants and the panel.

The selection panel reserves the right to contact relevant referees contained in the application form and any who have not been nominated by the applicant. Applications that are incomplete may not be considered further.

Applicants will be selected for interview by the selection panel based on the assessment of their written application and details included in the general application form completed by all candidates.

Applicants selected for an interview will be provided with additional information prior to the interview.

Applicants should be aware that interviews will be conducted at the Concordia College on dates to be determined by the selection panel. Interviews with interstate applicants will be conducted via video call.

In the first instance the respective merits of each of the applicants will be assessed against their written application. The interview panel will assess responses to questions asked at the interview, and performance on any other task which may form part of the selection process.

The selection process will be conducted by the selection panel with complete confidentiality.

Applicants should note that they may be required to undergo medical and/or psychological assessment prior to being appointed to the position.



**Visit *concordia.sa.edu.au***  
**Highgate and Blackwood — ELC - Year 12**

---

**St John's Campus (ELC-Year 6)**

20 Highgate Street  
Highgate SA 5063  
t. 08 8271 4299

e. [mail@concordia.sa.edu.au](mailto:mail@concordia.sa.edu.au)  
w. [concordia.sa.edu.au](http://concordia.sa.edu.au)

CRICOS: 00360J  
CRICOS: 04084C

**St Peters Campus (ELC-Year 6)**

71 Cumming Street  
Blackwood SA 5051  
t. 08 8278 0800

**Concordia Campus (Year 7-Year 12)**

24 Winchester Street  
Highgate SA 5063  
t. 08 8272 0444