



CONCORDIA
COLLEGE



Application Guidelines

Principal St Peters Campus

Blackwood ELC - 6

Contents

- + Vision and Mission
- + Appointment Information
- + Governance
- + Role Overview
- + How to Apply



Vision

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

Mission

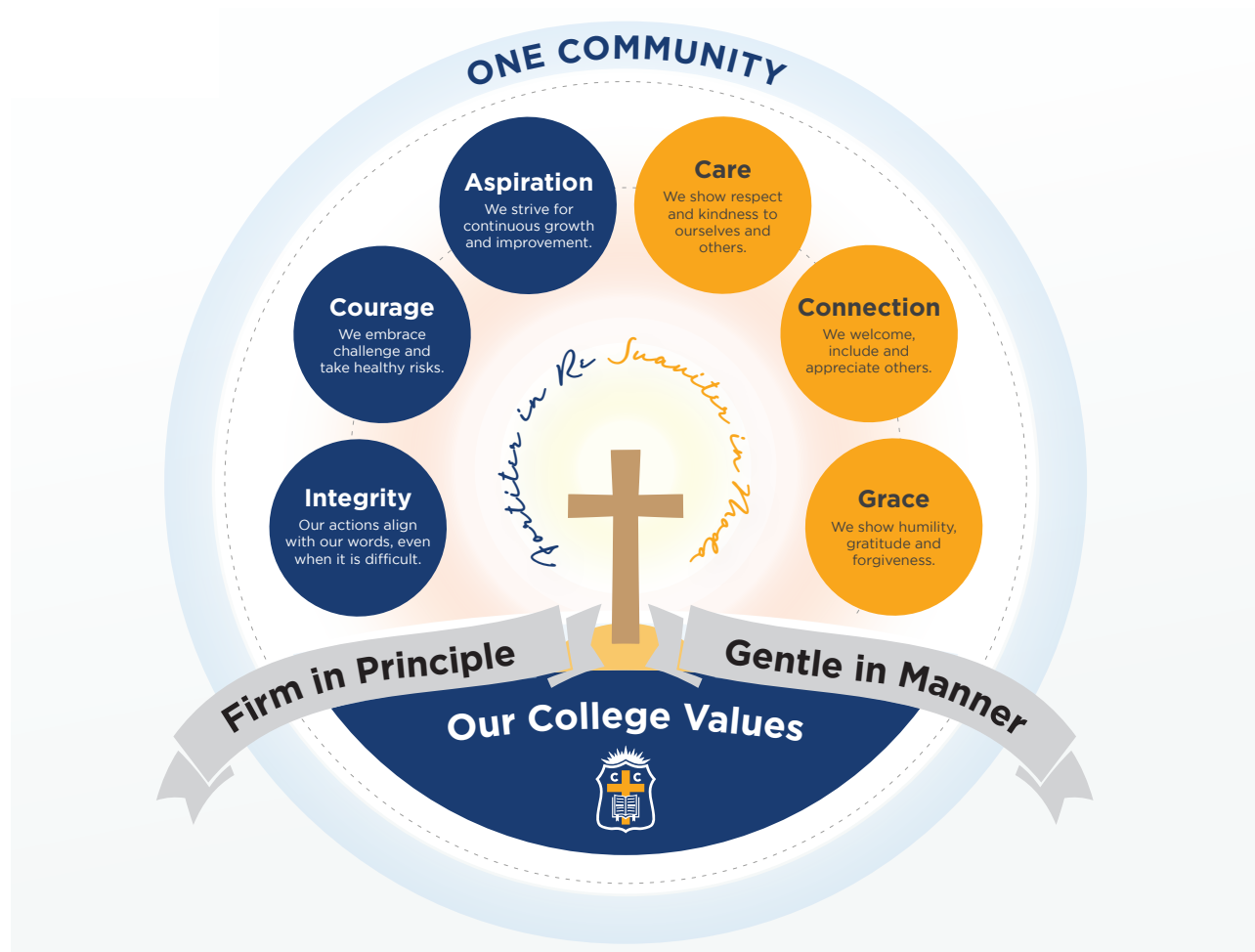
We aim to provide a vibrant education, rich in opportunities, delivered within a caring, supportive environment, empowered by the love of Jesus Christ.

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.**





About Concordia College

Founded in 1890, Concordia College has a rich history and tradition as an academic and caring school. We encourage and support young people to be successful, independent learners. At Concordia College, we provide a vibrant education rich in opportunities, delivered in a supportive environment, empowered by the love of Jesus Christ.

Concordia College provides continuous education from age 3 to Year 12 across three campuses:

Blackwood:

- + St Peters Campus (ELC to Year 6)

Highgate:

- + St John's Campus (ELC to Year 6)
- + Concordia Campus (Year 7 to Year 12)

Our campuses are community focused places where students feel safe and self-assured, while still enjoying the benefits of a larger school. We inspire young people to embrace lifelong learning, excel, and become global citizens who serve others with open hearts.



Governance

Concordia College is a school of the Lutheran Church of Australia, SA-NT District, and a member of the system of schools operated by Lutheran Education SA, NT and WA Incorporated, which is the authority of the school in relation to State and Commonwealth Governments.

Responsibility for Governance is delegated to the Concordia College Board.

The Curriculum Frameworks

Early Years Learning Framework (EYLF)

- ✦ The Early Years Learning Framework (EYLF) is Australia's national framework for early childhood education, guiding educators in supporting children's learning, development, and wellbeing from birth to five years. It emphasises play-based learning, secure relationships, and high-quality teaching practices, while fostering children's sense of identity, belonging, and connection to their world.

Years R – 6

- ✦ St John's Campus has offered the International Baccalaureate Primary Years Programme (IB PYP) since 2012, it is aligned with the Australian Curriculum.
- ✦ St Peters Campus is aligned with the Australian Curriculum from 2026.

Years 7 – 9

- ✦ Concordia Campus has offered the International Baccalaureate Middle Years Programme (IB MYP) since 2000. It is aligned with the Australian Curriculum.

Years 10 – 12

- ✦ Students complete the South Australian Certificate of Education (SACE). VET opportunities are supported.

These curriculum frameworks promote student-centered learning and the development of independent learning skills designed to equip young people with life-long qualities that extend beyond the classroom into the community. Many school-organised service activities support this.

College Structure

The College consists of three campuses: one Primary School in Highgate and one Primary School in Blackwood, both comprising ELC to Year 6, and the Middle and Senior Schools Years 7 to 12 on the Concordia Campus, each with its own specialist facilities. Day-to-day management and operations are the responsibility of each Principal.

The Principal St Peters Campus Blackwood ELC – 6 will be a member of both the Executive Leadership Team and Campus Leadership Team.

The Executive Leadership Team comprises of the Head of College (Chair), Principal Concordia Campus 7 – 12, Principal St John's Campus Highgate ELC – 6, Principal St Peters Campus Blackwood ELC – 6, College Pastor, Director of People & Culture, Director of Learning and Wellbeing, and the Director of Marketing and Community Relations.

The Position

We are looking for an innovative, dynamic and driven professional to join our College Executive team as the Principal St Peters Campus. We seek an energetic, strong leader who can:

- + collaborate with the Executive and senior leadership
- + provide strategic and operational oversight of the St Peters Campus
- + drive innovation to lead student attraction and retention
- + strengthen the Campus connections within the local community
- + promote the Campus within the marketplace.

This role requires demonstrated leadership, active participation, and a strong presence at all College events, activities and community engagement initiatives.

The Principal is a member of the College Executive Team which leads Concordia College in all visionary, strategic, management and operational aspects of the life of the College. The Principal is the leader of the Campus Leadership Team where members collaborate over the developments, progress and daily operation of St Peters Campus, bringing the College's vision and mission to a reality.

The Principal has a key role to play in enhancing students' wellbeing and works closely with staff and parents to support positive student experiences and outcomes. Reflective of our culture and values, the Principal has a pivotal role in establishing and maintaining high expectations of all students and staff within this supportive environment.

The Principal is responsible for:

- + implementation of the Strategic Plan
- + management of day-to-day operations
- + values and culture
- + student attraction and retention
- + student wellbeing through the interface between the Pastoral and Learning Programs
- + student outcomes – academic and pastoral
- + team and individual feedback
- + campus specific budgeting
- + communications in collaboration with the Director of Marketing & Community Relations
- + staffing in collaboration with the Director of People & Culture
- + teaching component 0.2FTE

Reporting Relationships

- + The Principal reports to the Head of College.
 - + The Principal reports regularly, in writing, to the Concordia College Board, summarising the progress and performance of the St Peters Campus Blackwood ELC – 6.
 - + The Principal will serve on relevant committees.
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Strategic Priorities 2025



LearningWell



*A new Strategic Plan is currently being developed

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.

LearningWell

In 2025, Concordia College introduced the LearningWell framework which brings Learning and Wellbeing together as the drivers for connecting, challenging, and empowering every learner.

At its heart, LearningWell is designed for the classroom. It integrates:

- + **Our Instructional Model** – evidence-informed teaching practices that show how students learn best.
- + **Our Wellbeing Model** – a defined understanding of Wellbeing that can be used to proactively and reactively support Wellbeing across our community.

The LearningWell framework empowers every member of our College community to be an active agent in their own learning and wellbeing.

How to Apply

The Role Description and Application Form for this position can be accessed on the College website, www.concordia.sa.edu.au, under 'About' / 'Employment'.

If you believe this role is a perfect fit for you, submit your application now.

If there are any questions about the position or the application process, please contact: Olivia Scroop
email: employment@concordia.sa.edu.au or
phone: 08 8272 0444

Applications must be submitted via email.

Applications

Applications are to be marked Strictly Confidential and addressed to the Head of College,
Mr Paul Weinert, by email

Email Address: employment@concordia.sa.edu.au

Application deadline: 9.00am Monday 13 October 2025. Appointment commences: January 2026.

Terms and Conditions

The contract of employment with the successful applicant will be on terms and conditions commensurate with the responsibilities and challenges of the position.

The contract will include the following:

1. an ongoing College Executive position
2. an annual appraisal and feedback process
3. a salary package commensurate with the position being offered.

Guidelines for Preparing the Application

The written application must comprise the following:

- + A completed Employment Application Form
- + A brief Statement of Application (no more than 600 words) in which the applicant introduces themselves, their reasons for applying, and a response to the Qualifications and Selection Criteria from the Role Description.
- + Curriculum Vitae covering:
 1. Full Full name, home address, confidential email address, mobile and phone contact details
 2. Nationality and citizenship
 3. Positions held, dates, scope of responsibilities and key achievements
 4. Qualifications

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. Applications that are incomplete, or do not address the matters listed, may not be considered further.

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
CRICOS: 00360J

e. mail@concordia.sa.edu.au
w. concordia.sa.edu.au

St Peters Campus (ELC-Year 6)

71 Cumming Street
Blackwood SA 5051
t. 08 8278 0800
CRICOS: 04084C

Concordia Campus (Year 7-Year 12)

24 Winchester Street
Highgate SA 5063
t. 08 8272 0444
CRICOS: 00360J