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# Application Guidelines

**Early Childhood Teacher**  
**Lead Educator**  
**Co-Educator**

ELC - St John's Campus (Highgate)

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**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.**



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# Background — The College

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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 south east 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 digital device. Current enrolment is approximately 550 students from ELC – Year 6 and 900 students from Years 7 – 12.



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# The Curriculum Framework

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## ELC

The Early Learning Centres (ELC) provide a safe and nurturing environment and is the first step into education at Concordia College from 3 years of age.

## YEARS R – 6

The Primary Schools offer the International Baccalaureate Primary Years Programme (IB PYP). It aligns with the Australian Curriculum.

## YEARS 7 - 9

The Middle School has offered the International Baccalaureate Middle Years Programme (IB MYP) since 2000. It aligns with the Australian Curriculum.

## YEARS 10 – 12

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

These curriculum frameworks all promote student-centred 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.

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**Connecting** • **Empowering** • **Challenging**  
*Learners* *Learners* *Learners*

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# 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.

**Inclusion:** 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

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## 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.

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# Position Overview

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## Teaching

A teacher at Concordia College provides high quality, professional, inspiring and innovative teaching within a supportive community whose culture is underpinned by the values and ethos of Lutheran education. The teacher's priority is to ensure that learning and teaching encourages student engagement and is carried out within the context of the Mission, Vision and Values of the College.

Student wellbeing and engagement in learning is vitally important in the development of students. The vision for our Instructional Model is to embed key learning principles into our teaching and learning philosophy, programs and practices, to empower students for now and the future.

At the College, the use of digital technologies supports varied approaches to enhance the learning experiences and outcomes for students. All Primary School students have a College supplied iPad, whilst all Middle and Senior School students have a College supplied laptop.

Your knowledge of and experience in the IB PYP, MYP and SACE and your areas of expertise should be clearly indicated in your application.

## Lutheran School Officer

A Lutheran School Officer at Concordia College provides high quality, professional, inspiring and innovative assistance within a supportive community whose values are underpinned by the values and ethos of Lutheran education. The Lutheran School Officer's priority is to ensure that support is carried out within the context of the Mission, Vision and Values of the College.

Student wellbeing and engagement in learning is vitally important in the development of students. The vision for the College's Instructional Model is to embed key learning principles into our teaching and learning philosophy, programs and practices, to empower students for now and the future. The College is seeking Lutheran School Officers who genuinely support the learning and well-being of the children.

## St John's Campus – ELC – Year 6

The St John's Campus ELC – Year 6, a campus of Concordia College, has undergone significant growth and redevelopment in transitioning to a triple streaming structure. The ELC on this campus has expanded the existing four-year-old program and introduced a three-year-old program. The ELC is an approved Long Day Care provider and is open 48 weeks a year.

As part of this exciting growth phase, from an ELC to Year 6 perspective, the College has implemented key changes to provide increased learning opportunities, enrichment experiences and support for all students, especially in the areas of STEM, Dance/Drama and Physical Education in the early years.

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# Position Overview

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**Positions available in our St John's Campus ELC commencing January 2026:**

## **Early Childhood Teacher**

**1 x Ongoing position**

**0.4FTE**

An Early Years teacher at Concordia College teaches from the International Baccalaureate Primary Years Program (IB PYP) and the Early Years Learning Framework.

This teaching position is responsible for providing outstanding care and education to children aged three to five years in a play-based, inclusive learning environment. The teacher will be expected to nurture positive relationships with children, families and colleagues.

The role requires a high level of collaboration with colleagues to ensure the best possible outcomes for children.

The teacher's priority is to ensure that learning and teaching encourages student wellbeing and engagement and is carried out within the context of the Mission, Vision and Values of the College. A teacher's function may also include involvement in the extra-curricular program of the College.

## **Lead Educator**

**1 x Ongoing position**

**37.5 hours per week, 45 weeks per year**

The College is seeking applications for a Lead Educator with a minimum of a Diploma qualification in our ELC.

The Lead Educator is responsible for ensuring a welcoming, well-organised, professional and effective Early Learning Centre which reflects and meets the National Quality Standard. The priority responsibility of the Lead Educator is to contribute positively to the team in the areas of supporting children and the delivery and regular review of the Learning Framework.

The Lead Educator will work alongside a teacher and co-educator to provide outstanding care and education to children aged three to five years in a play-based, inclusive learning environment.

The Lead Educator will be expected to nurture positive relationships with children, parents and colleagues. The role requires a high level of collaboration with colleagues to ensure the best possible outcomes for children.

Educators must be willing to continually improve their practice by engaging in ongoing professional learning and development. Familiarity with the International Baccalaureate Primary Years Programme and a sound knowledge in the EYLF is an advantage

Shifts of varying duration will be between 7.30am and 6.00pm.

Familiarity with inclusive education practices is an advantage.

## **Co-Educator**

**2 x fixed-term positions**

**37.5 hours per week, 45 weeks per year**

Co-Educators are required to work alongside Teachers and Educators to provide outstanding care and education to children aged three to five years in a play-based, inclusive learning environment.

Co-Educators are expected to nurture positive relationships with children, parents and colleagues. The role requires a high level of collaboration with colleagues to ensure the best possible outcomes for children.

As a member of a team, the successful applicant will be passionate about working with young children and show evidence of being collaborative, strongly supporting the ethos and values foundational to Concordia College.

Educators in the ELC work for 45 weeks per year with three weeks holiday throughout the year, as negotiated with the ELC Director.

Shifts of varying duration will be between 7.30am and 6.00pm.

Familiarity with inclusive education practices is an advantage.

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# Applications

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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 Monday 13 October 2025, however, will be considered as they are received.**

Applications will be accepted via email only to [employment@concordia.sa.edu.au](mailto:employment@concordia.sa.edu.au). Please quote "ELC position – 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
- 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.

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# Selection Process

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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 consider 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**

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**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