

# Secondary Classroom Teacher



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**ENRICHEDHR**  
Recruitment Partner

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# Welcome to Namoi Valley Christian School

## ***Our Story***

Our school started with 7 children in an old shop in 1983. It was established by a small group of parents who wanted to provide an educational setting in which teaching and learning of a high standard were founded on Bible-based beliefs, values, and behaviours, and in which parents had ready access to the decision-making framework.

In 2004 we moved into purpose-built facilities providing plenty of room for current enrolments and additional enrolments in the future. During 2010 we opened a new library and general-purpose area. These new buildings have enabled us to encourage student reading, as well as providing extra learning spaces that can be utilised by whole classes or small groups.



In 2022 we began the journey into Secondary School with our first Year 7 cohort. The decision to apply for accreditation was made in response to the encouragement provided by our school community. We then added Year 8 in 2023 & Year 9 in 2024. We have successfully applied for registration to teach Year 10 in 2025. During these years we will also be embarking on a building project to cater for our High School year groups. This will see us develop a separate Secondary campus on Cowper Street, less than 100m from our Primary site.

## ***About NVCS***

At NVCS, God is in every part of who we are, what we do, and how we teach. He is part of every relationship within the school. We want to give our students a worldview, using the lens of God's Truth and understanding who they are in God's abundant Love. To do this, we employ staff who live this worldview, and we teach using a framework that embeds this worldview into the curriculum.

Our school operates as a partnership; staff, parents and carers and supporters working together for the educational and spiritual benefit of our students. As such, Namoi Valley Christian School is governed by a parent-controlled Association.

The Association is made up of active and committed Christian members of our school community and oversees the governance of Namoi Valley Christian School. Members actively own the Statement of Faith which Namoi Valley Christian School aligns itself with, and helps the school maintain the standards as outlined in those documents.

For more information visit: <https://www.nvcs.com.au/>



# Vision & Aim

## *Vision:*

The Purpose of Namoi Valley Christian School is to support Christian Parents by providing an education setting in which teaching and learning of a high standard are founded on Bible-based beliefs, values and behaviours and where parents have ready access to the decision-making framework.

*“Love the Lord your God with all your heart and with all your soul and with all your strength. These commandments that I give you today are to be upon your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up.” Deuteronomy 6:6-7*

## *Aim:*

We aim to be a school in which God and His word occupy the central place.  
A place where all areas of life, including education, curriculum principles, attitudes and values are directed by Biblical principles.

We do not aim to be an artificial shelter from the world, but rather to give our students the ability to build their lives on a Christian foundation so that they are prepared and equipped to meet the demands and challenges of the world in a godly way.

## *Specifically, we aim to:*

- ~ Support students to know God    ~ Teach a Christian world-view
- ~ Comply with government educational requirements
- ~ Equip children to achieve their God-given potential
- ~ Meet students individual needs    ~ Develop strong parent-teacher relationships
- ~ Employ qualified Christian teachers    ~ Offer great facilities, resources and programs
- ~ Provide access to appropriate support services



# Why Work with Namoi Valley Christian School

## SCHOOL COMMUNITY, CULTURE AND CARE

We understand that the spiritual, social, emotional, and physical wellbeing of students is of key importance to success at school and the overall enjoyment of life. Underpinning each of these components of student wellbeing is the strength of relationship between students and staff, which is reinforced by small class sizes of around 15 students, and supporting each classroom with a dedicated teachers aid. In addition, NVCS has embedded programs such as PeaceWise Kids and Friendlyzy to ensure the relational health is strengthened throughout the school.



*Staff wellbeing is also a priority at NVCS. As a small school of 109 students our teaching and professional staff enjoy a cohesive and supportive work environment, focusing on the welfare of staff and their family, work-life balance and an environment that encourages spiritual and professional growth.*

*For future staff, NVCS offers relocation assistance to help provide a smooth transition into the region and school.*

*Jocelyn joined NVCS in 2023 and shares that:*

*“After 20 years in education, NVCS’s care for my wellbeing has breathed new life into my passion for teaching”.*

## PERSONALISED PROFESSIONAL DEVELOPMENT AND STAFF WELLBEING

NVCS places a high priority on professional development and personal wellbeing. In conjunction with the principal, each staff member will design a personalised annual Professional Development Plan which includes two face-to-face professional development opportunities. This not only ensures that NESAC accreditation is maintained but seeks to help each staff member reach their professional and career goals.

## PIONEERING CHRISTIAN EDUCATION IN THE NARRABRI SHIRE

As NVCS is the only Christian education provider in the region, the school has a strong focus of engagement with the wider community. Building upon the close relationships with parents, NVCS often participates in and hosts community events. With approximately 60% of NVCS students coming from non-churched homes it is this community focus that allows the school to share the good news of Jesus Christ in practical and tangible ways across the Narrabri Shire.

*Brand New Classrooms, to facilitate NVCS growing high school, the next stage of brand-new classrooms will be opening in late 2024. This will also incorporate specialised facilities for food tech, science, and woodworking.*

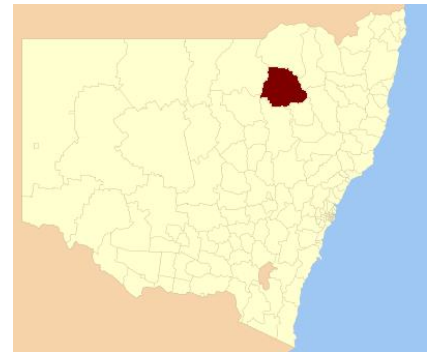




# Life in the Narrabri Shire

Namoi Valley Christian School is located in the town of Wee Waa, one of three towns located in the Narrabri Shire.

Narrabri Shire is an exciting area of regional New South Wales with plenty to offer anyone wishing to pursue a vibrant and busy country lifestyle. The expansive blue sky, stunning mountain ranges, scenic water ways and fresh air will encourage you to explore and share your experiences from this diverse area.



You will find the conveniences of city living within Narrabri Shire. There are modern cafés and restaurants, as well as a state-of-the-art theatre complex bringing the latest movies and live performances to the community. The retail sector in each town continues to strengthen and diversify, creating dynamic shopping experiences, bringing city pleasures to the country.

A range of outdoor festivals are celebrated throughout the year. There is a wide assortment of social, cultural, and sporting events to keep people of all ages and tastes entertained. Residents are never bored due to the amount of activities available for the whole family.

Narrabri Shire is a modern regional growth centre encompassing a strong business community without the stresses and pressures of a city environment. The area has diversified from its traditional agricultural base of grain, cotton, wool, beef and prime lamb production to coal mining and gas extraction and exploration. The creation of these new resource-based industries in conjunction with ancillary business is providing a breadth and depth of job opportunities for the Shire.

The topography of the area varies from fertile river plains through to rugged mountain ranges. As the lifeblood of the Shire, the Namoi River meanders through the vast plains. People who enjoy the outdoors will not be disappointed with the range of activities and sights within the Shire.

The Narrabri Shire is also home to many faith communities such as Anglican, Presbyterian International Network of Churches and Seventh Day Adventist churches. Many of the churches enjoy strong connection to the wider community and are always happy to welcome new members and visitors.





## POSITION DESCRIPTION

*Classroom Teacher*

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<b>Position title:</b>	Classroom Teacher
<b>Location:</b>	Namoi Valley Christian School, Wee Waa, NSW
<b>Department:</b>	Secondary School, As Assigned
<b>Job Classification:</b>	Christian Schools NSW (Teachers) MEA 2023 Band 1 & 2, Step 5 to 11
<b>Reports to:</b>	Principal

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### POSITION PURPOSE

Teacher's at Namoi Valley Christian School (NVCS) primary role is to be a Christ-like model to the students. The product of this modelling relies on firstly a commitment to Christ and secondly to His people through local fellowship. This commitment to Christ will be demonstrated in the daily tasks and duties performed by the teacher. The subsequent attitudes will be similar to the expectations outlined in staff handbook and code of conduct.

The secondary role is to teach from a Biblical framework. The teaching will be based on the NSW syllabus documents with the resource 'transformation by design' used to purposefully include a Christian perspective.

### VISION AND MISSION

The Purpose of Namoi Valley Christian School is to support Christian Parents by providing an education setting in which teaching and learning of a high standard are founded on Bible-based beliefs, values, and behaviours and where parents have ready access to the decision-making framework.

We aim to be a school in which God and His word occupy the central place. A place where all areas of life, including education, curriculum principles, attitudes and values are directed by Biblical principles.

We do not aim to be an artificial shelter from the world, but rather to give our students the ability to build their lives on a Christian foundation so that they are prepared and equipped to meet the demands and challenges of the world in a godly way.

#### Specifically, we aim to:

- Support students to know God.
- Teach a Christian worldview.
- Comply with government educational requirements.
- Equip children to achieve their God-given potential.
- Meet student's individual needs.
- Develop strong parent-teacher relationships.
- Employ qualified Christian teachers.
- Offer great facilities, resources and programs.
- Provide access to appropriate support services.

## WORKING RELATIONSHIPS

NVCS teachers communicate with students, parents and their teaching and administration / professional staff in a clear, respectful, and professional way, thus providing a role model which assists in every student’s development. They demonstrate and respect the Christian ethos of the College through their daily interaction with others. They;

- Attend daily devotions to share fellowship with colleagues and students.
- Communicate clearly and appropriately.
- Establish rapport with students.
- Motivate students.
- Accommodate individual differences in learning rates and styles.
- Encourage student participation in all aspects of the learning process.
- Maintain professional confidentiality on information about students while sharing relevant information with their teaching colleagues.
- Establish effective and cooperative working relationships with teaching, professional and administration staff, whilst working as a member of the team.

## DUTIES AND RESPONSIBILITIES

Key Results Area:	Key Responsibilities and Duties:
General Responsibilities	<ul style="list-style-type: none"> <li>• Plan, prepare and deliver quality and effective teaching and learning programs which are consistent with the Australian Professional Standards for Teachers, and relevant syllabi, curriculum policies, work programs and educational trends.</li> <li>• Maintain teaching competency and currency of knowledge of relevant curriculum programs as required by the school and other relevant statutory authorities.</li> <li>• Support students through interaction with them in a variety of settings and through the active development of supportive learning environments and effective behaviour management practices.</li> <li>• Assess students (diagnostic, formative and summative) for developmental, feedback and reporting purposes.</li> <li>• Maintain students’ records and samples of work and report on student performance to students, parents and other stakeholders as required.</li> <li>• Participate in the collaborative development and evaluation of curriculum (the sum total of all learning experiences) and regularly monitor, through observation and evaluation, the effectiveness of the learning / teaching program.</li> <li>• Establish and maintain appropriate interpersonal relationships between the school and community in accordance with the school’s policies and ethos.</li> <li>• Be professionally responsible for the application of pedagogic and curriculum knowledge and skills for the educational benefit and pastoral care of students in their charge.</li> <li>• Be a highly professional teacher who actively pursues excellence.</li> <li>• Demonstrate the highest standards of personal presentation, preparation for teaching and learning, punctuality, and student management.</li> <li>• Building positive relationships with students, parents and colleagues is an essential component of their obligation in living in the body of Christ.</li> <li>• Teach classes, undertake administrative duties, participate in pastoral care and co-curricular programs, and care for the overall wellbeing of students.</li> <li>• Support and promote the Mission &amp; Vision Statement and the Aims and Philosophies of the School.</li> <li>• Be directly responsible to the principal, or his/her delegate and take on any other duty as allocated by the principal.</li> </ul>



Teaching and Learning	<p><i>Within the context of the role described above, the teacher will:</i></p> <ul style="list-style-type: none"> <li>• Demonstrate and promote excellence in teaching.</li> <li>• Fulfil the school’s planning and programming expectations.</li> <li>• Fulfil the school’s marking and bookwork expectations.</li> <li>• Effectively teach the prescribed syllabus.</li> <li>• Establish a classroom environment which is engaging, focused, and pleasant to reflect the school’s values and ethos.</li> <li>• Apply student management strategies consistent with the Student Behaviour Policy to provide a positive and effective learning environment.</li> <li>• Develop appropriate teaching methodologies, content and learning experiences in harmony with the school’s philosophy to meet a range of abilities and learning styles.</li> <li>• Facilitate appropriate remediation and extension activities for students.</li> <li>• Put structures in place to facilitate well presented, orderly, and properly maintained classrooms and teaching areas within the school or department.</li> </ul>
Assessment and Reporting	<ul style="list-style-type: none"> <li>• Assess students’ work and grade students’ performance accurately and promptly in line with agreed policies and procedures.</li> <li>• Adhere to all ROSA requirements where appropriate.</li> <li>• Help to create common and shared teaching resources.</li> <li>• Adhere to the school assessment schedules.</li> <li>• Initiate contact with parents, as appropriate, concerning a student’s academic progress and behaviour to maintain a level of communication between home and school.</li> <li>• Conduct regular parent-teacher interviews to help with the communication to parents.</li> <li>• Respond promptly to student and parent enquiries.</li> <li>• Contribute to decisions on the academic promotion of students in their class or subject.</li> <li>• Utilise an appropriate range of evaluation, assessment, and reporting techniques in line with the assessment policy of the school.</li> </ul>
School Faculty Involvement	<ul style="list-style-type: none"> <li>• Maintain a knowledge of developments in own grade/subject area.</li> <li>• Contribute to the activities of the school.</li> <li>• Attend and participate in discussion at School Meetings.</li> <li>• Adhere to the School’s objectives and priorities.</li> <li>• Contribute to the development, implementation, and evaluation of curriculum.</li> <li>• Participate in excursions, competitions, and other relevant curricular activities.</li> <li>• Contribute to the creation of School budgets when appropriate.</li> </ul>
Professional Responsibilities	<ul style="list-style-type: none"> <li>• Communicate all matters of any social concerns regarding students to the principal as appropriate, remembering that each teacher is a mandated reporter.</li> <li>• Understand and apply the Student Protection Framework.</li> <li>• Carry out the role of mandated notifier when required.</li> <li>• Communicate all matters of any learning concerns regarding students to the principal and other teaching staff as appropriate.</li> <li>• Fulfil the responsibilities of yard duty and other supervisory duties.</li> <li>• Accurately record attendances at class.</li> </ul>

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|  | <ul style="list-style-type: none"> <li>• Be involved in a process of constant reflective evaluation and goal setting for their own professional growth as a teacher.</li> <li>• Undertake an appraisal process following the school's guidelines.</li> <li>• Attend staff meetings.</li> <li>• Actively participate and assist in the conduct of Open Days and special events.</li> <li>• Attend whole school community events and other events in the life of the school.</li> <li>• Ensure the good order and maintenance of school property and facilities.</li> <li>• Participate in professional development provided by the school and/or other organisations.</li> </ul> |
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## **SKILLS AND ABILITIES**

- Demonstrated ability to teach effectively.
- High level of interpersonal, conflict resolution and communication skills.
- The ability to work with all levels of staff and management.
- Proven capacity to think and act innovatively.
- Proven ability to communicate effectively both verbally and in writing.
- Proven ability to work as a member of a team in a manner that fosters the support and co-operation of team members.

## **EXPERIENCE AND KNOWLEDGE**

- Proven experience in student behaviour management.
- Demonstrated experience in ministering the Word of God and in preparation of devotional material.
- Involvement in a personal professional development program.
- Understanding of the range of teaching methodologies necessary for teaching the appropriate range of learning styles.

## **QUALIFICATIONS**

- Relevant tertiary degree.
- Current registration to teach in a school in New South Wales.

## **PERSONAL ATTRIBUTES**

- An ongoing commitment to the Lord Jesus Christ as Lord and Saviour.
- A mature faith and active involvement in a local church.
- A proven lifestyle founded on Biblical Christian principles.
- A life that demonstrates the indwelling of the Holy Spirit.
- A willingness to affirm the Statement of Faith and principles promulgated by the School and the Christian Education Network.

*NVCS Statement of Faith:* <https://www.nvcs.com.au/about-us/#vision>

The requirements of this job description are intended to describe the general nature and responsibility of work in this job. These statements are not to be construed as an exhaustive list of all duties, tasks and skills required of the job. This job description should be read in conjunction with the employee's current Employment Agreement and the Enterprise Agreement. Employees will also be required to follow any other job-related instructions and school policies, and to perform other job-related duties requested by their Manager. The principal may, through consultation with the employee, vary the responsibilities of the position temporarily as required, but within the skills and responsibility levels appropriate to the position.

*Authorised by:* \_\_\_\_\_ *Date:* \_\_\_\_\_  
*Principal Namoi Valley Christian School*

*Accepted by:* \_\_\_\_\_ *Date:* \_\_\_\_\_  
*Applicant*



# Statement of Faith

## *God*

1. There is one God who is three persons: Father, Son and Holy Spirit.<sup>1</sup>
2. God created the world and He created us to be His people. God loves us and is our Father in Heaven. He rules over the world and provides us with everything we need. God reveals Himself to us through His creation, through His Word in the Bible, and most of all through His Son Jesus Christ.<sup>2</sup>

## *The Bible*

3. The Bible is God's written Word, spoken by God through the people who wrote it. Because of this we can trust the Bible in everything we believe and do. In the Bible, God tells us how much He loves us and how He wants to be with us forever, as His family. The Bible guides and directs us on how God wants us to live. It tells us what God is like and that His plan for us is good.<sup>2</sup>

## *Life before God*

4. God is Holy and His law is perfect. God created humanity, both male and female, in His own image. Since the beginning when Adam and Eve disobeyed God, all people have broken God's laws. This is what sin is. God is offended when we break His laws. Unless we turn to Him and ask His help to turn away from our sin, we will be separated from Him forever.<sup>4</sup>
5. But God loves us and does not want to be separated from us. God wants us to be in His family. He wants us to honour Him because He made the world and He rules over the world. He wants us to learn about Him from the Bible. He wants us to talk to Him and enjoy being with Him.<sup>5</sup>
6. God's plan is to welcome us into His family again. This happens when we trust in Jesus. Jesus is God. He came to earth as a man and taught people about God. Jesus lived exactly how God planned for Him and never broke God's law. Jesus took the consequences for our sin when He died on the cross. Because of this, God promises He will forgive us when we turn to Him and away from our sin. Believing in Jesus and why He died for us is the only way we can be in God's family again.<sup>6</sup>
7. Jesus died for us, but that was not the end! Jesus also rose from the dead. He is alive again! Jesus is the ruler of the world. He broke the power of sin and death. The Bible says Jesus is now in Heaven. He rules over the world with God. Jesus is preparing a place for every person who trusts in Him.<sup>7</sup>
8. Because Jesus is God's Son and the ruler of everything, we can be sure His promises are true. Jesus sent the Holy Spirit to help us believe God's promises and to understand the Bible. The Holy Spirit helps us believe in Jesus. The Holy Spirit helps us see all the things we do that break God's law, and helps us to be more like God wants us to be. He encourages us to do God's work here on earth. God is bringing His world back to Himself and wants us to participate with Him in this work. One day Jesus will return to this world, and everything will be made new and right.<sup>8</sup>
9. God wants us to tell all people in the world about how much He loves them. God wants us to tell all people about how He is the ruler of the world. God wants us to tell all people about Jesus and why He died. Every person who puts their trust in Jesus becomes part of God's family, called the church.<sup>9</sup>
10. The Bible says that God's promises are for all people who believe in Him. This means Christian parents want to teach their children to know and love God too. God's best plan for children is that they grow up in families. The Bible teaches that families are formed through marriage and tells us that marriage is a commitment between one man and one woman, to the exclusion of all others, that is intended to last for life and is the rightful place for sexual activity and procreation.<sup>10</sup>

## *A Christian*

11. A Christian is someone who trusts in God's gift of Jesus Christ as his or her Saviour and who strives to follow Jesus' example in every area of life.<sup>11</sup>

## *Christian Schools*

12. Christian schools partner with families in teaching children that the world and everything in it belong to God. Christian schools weave this understanding all through their curriculum and in their everyday practices.<sup>12</sup>

13. God wants His family to protect and nurture every person as an individual who has dignity and worth from before they are born. He wants His people to work for justice in every society and to protect and care for His creation. He wants us to love others as He loves them.<sup>13</sup>
14. This is God's world and Jesus Christ is at the heart of all things. Jesus is the ruler and King of everything we do. He is Lord in our schools, in our homes, in our lives and in our hearts. Everything we do can be done with thanks for everything God has given us as an act of worship to Him.<sup>14</sup>

*The Bible & Science*

15. Creation as well as Scripture has been brought forth by the same God of truth. Any seeming discrepancy between the Bible and science should be resolved so that the Bible is preferred.

*Biblical References*

1. Deut. 6:4, Matt. 28:19, Mark 12:29, John 14:8–18
2. Gen. 1, Ps. 19:1–4, Ps. 33:6, Rom. 1:20, Heb. 1:1–4
3. Deut. 10:12–13, 2 Tim. 3:16–17, 2 Peter 1:19–21
4. Gen. 1:27, Rom. 1:18–32, Rom. 5:12–14, Rom. 6:23, Eph. 2:3
5. John 14:1–3, Rom. 3:22–24
6. Matt. 20:28, 2 Cor. 5:21, 1 Tim. 2:5–6, 1 Peter 2:22–24
7. Matt. 28:18, Luke 24:36–43, John 5:21–23, John 14:2–3, 1 Peter:1:3
8. John 14:16–18, John 15:26, 1 Cor. 2:9–10, 1 Cor. 12:3, Titus 3:3–8
9. John 14:16–18, John 15:26, 1 Cor. 2:9–10, 1 Cor. 12:3, Titus 3:3–8
10. Gen. 1:27–28, Gen. 2:24, Gen 17:7, Matt. 19:4–6, Matt. 19:14, Acts 2:39, Eph. 5:22–32
11. Rom. 6:23, Rom. 12, Titus 3:3–8, 1 Peter 2:21
12. Deut. 6:6–7, Deut. 10:14, Ps. 24:1, Eph. 6:4
13. Gen. 1:26–28, Ex. 20:13, Ps. 139:13–16, Micah 6:8
14. Deut. 10:14, Ps 24:1, Ps 150:6, Eph. 1:20–22, Rev. 5:13

# How to Apply

Thank you for considering joining Namoi Valley Christian School as a Secondary Classroom Teacher.

Enriched HR are partnering with NVCS in the recruitment of this position. For a confidential conversation or should you have any questions please contact:

**Rowan Armstrong,**  
*Enriched HR*

**rowan@EnrichedHR.com | 0432 126 926**

## ***Application and Start Date:***

The successful candidate will ideally be able to start at the beginning of Term 3, 2024 or Term 1, 2025. Applicants are encouraged to apply as soon as possible to explore this unique and rewarding opportunity.

## ***Please include the following in your application:***

- Cover letter addressing your suitability for the position
- Working with Children Check Clearance number
- Reference from your pastor/minister
- Copy of your Résumé
- Copy of your qualifications
- Statement of Service from previous employer/s
- NESAC Accreditation (teaching positions only)
- Completed Application Form (attached separately to this document)

To submit your application please email it direct to Rowan Armstrong at: rowan@EnrichedHR.com

## ***Application Process:***

1. You will receive email confirmation of your application.
2. Application Review: You will be notified by email if you are selected to proceed to an initial interview.
3. Initial Interviews will be conducted at an agreed time, face to face or online via Zoom.
4. Follow-up interviews may be required; you will be notified via email or phone call to arrange a time.
5. Shortlisted candidates will be presented to NVCS's selection committee for the final interviews. Unsuccessful candidates will be notified by phone call.
6. For the successful candidate, references, and background checks:
  - a. Three work references and one personal reference.
  - b. National Police Check.
  - c. Working with Children Check.
  - d. Certified copies of academic qualifications.