



ORAN PARK
ANGLICAN COLLEGE

Deputy Principal – Head of Junior School

Commencing Term 1 2027
Employment Information Pack
Applications close 28th August 2026



The
Anglican
Schools
Corporation

of greater worth than gold.

**Life-changing, caring, quality
Christian education**



From the Principal



Mrs Naomi Wilkins
Principal

Thank you for considering the opportunity to join the leadership team at Oran Park Anglican College as Deputy Principal – Head of Junior School.

It is a privilege to lead a College community that is characterised by strong relationships, a commitment to excellence and a genuine desire to see every student flourish. As a College, we continue to grow in both size and influence, and we are excited about the opportunities that lie ahead as we pursue our strategic priorities of strengthening Christian discipleship, enabling students to thrive academically, and building a community where every member is known and cared for.

The Deputy Principal – Head of Junior School is one of the most significant leadership roles within the College Executive and one that carries significant influence over the culture, learning, wellbeing and spiritual formation of our youngest students. Working closely with me and a highly capable Executive team, the successful candidate will provide visionary leadership that ensures the Junior School remains a place where students flourish academically, develop strong character, encounter authentic Christian faith and experience a deep sense of belonging.

Central to this role is a commitment to pastoral leadership. We are seeking a leader who genuinely cares for people, invests in relationships and creates the conditions for both students and staff to thrive. The Deputy Principal – Head of Junior School will model servant-hearted leadership, cultivate a positive and restorative culture, and work collaboratively to ensure every member of the Junior School community feels known, valued and supported.

Equally important is the capacity to develop people and grow organisational capability. The successful applicant will be passionate about coaching and mentoring staff, identifying and developing emerging leaders, and creating the conditions for professional growth and continuous improvement. They will champion excellent teaching and learning, build leadership capacity across the Junior School, and foster a culture where staff are encouraged to innovate, collaborate and continually refine their practice. This aligns closely with our commitment to attracting, developing and retaining exceptional educators who are committed to making a lasting difference in the lives of young people.

This role presents an exceptional opportunity for an experienced Christian educator who combines strategic thinking with relational leadership, and who is excited by the prospect of leading within a dynamic and growing College community. The Deputy Principal – Head of Junior School will contribute significantly to shaping the next chapter of the College's story as we continue to pursue our vision of being a vibrant learning community that impacts every member for Jesus.

I invite you to give serious consideration to joining us in this important leadership role. We are looking for a leader who is committed to Christian education, passionate about developing people, and excited by the opportunity to influence the lives of students, staff and families for years to come.



About OPAC

Oran Park Anglican College was established in 2012 by the Anglican Schools Corporation to provide quality, affordable education to Sydney's South-West. It is located in the geographic centre of the Camden Local Government Area in the Oran Park Town precinct. The College offers an innovative, academic curriculum for students from Preparatory to Year 12.

At the heart of the culture of the College are five values. These values reflect our Christian beliefs and commitment to providing meaningful and personal learning experiences for every student: Courage, Curiosity, Craftsmanship, Collaboration and Compassion.



Courage

To develop strength of character, resilience and determination. To stand up for what is right, respond to the needs of others and make a positive, purposeful contribution to the world.



Curiosity

Encouraging students to develop a love of learning that extends beyond the classroom.



Craftsmanship

To take pride in producing work of high standards, requiring determination, carefulness, thoughtfulness and the willingness to reflect and improve on mistakes.



Collaboration

Working as a team to achieve a common purpose, while communicating with respect, trust and honesty.



Compassion

An expression of our shared humanity and a desire to care for others through understanding, kindness and generosity.



Governance

Oran Park Anglican College is a member of the Anglican Schools Corporation which supports Anglican education and ensures the College's strong financial performance. It is administrated by the College Council which numbers amongst its members representatives from the Corporation, the Anglican Synod, and experienced members of the business community. The daily management of the College is the responsibility of the Principal, Naomi Wilkins.



The
Anglican
Schools
Corporation





Vision

We strive to be a vibrant learning community that impacts every member for Jesus, through life-changing, caring, quality Christian education.

Mission

We do this by growing a strong and sustainable College community that nurtures Christ-shaped values of courage, curiosity, craftsmanship, collaboration and compassion.

Motto

of greater worth than gold.



Educational Philosophy

We are a collaborative and vibrant learning community, committed to educating the whole child, developing life-long learners who will make a positive difference in God's world.

We have a team of dedicated Christians and professional teachers working together with students to develop their knowledge, understanding and skills, discover their passions and encourage their hearts. Our culture is one where relationships are at the forefront of all we do and where students have the opportunity to develop the competencies and character for a meaningful life both now and beyond school.

We work hard to maintain a positive learning culture, where students are encouraged to take risks, be curious and take responsibility for their own learning in an environment that is calm and supportive and where expectations are clear. We are embedding the 'Learning Power Approach' which depends upon the purposeful cultivation of particular habits of mind, attitudes and dispositions. We have aligned our Core Values with the Building Learning Power and Habits of Mind frameworks and developed the OPAC Habits of Powerful Learners. We believe that if we teach these learning dispositions then our students will become successful lifelong learners.

Our aim is to ensure that every student is known, cared for and is valued. The positive relationships between staff, students and their peers is what sets apart the learning environment of our College. We have implemented Restorative Practices to support and facilitate the building of healthy relationships. It has been proven beyond doubt that when individuals live in healthy and life-giving relationships with significant others, there is abundant personal growth, capacity for character building and a high-level achievement in all areas of endeavour.

All our students are encouraged to develop a deep love of learning, hearts of service and a commitment to hard work and perseverance. Throughout all our activities in the College, we hope to commend and cultivate the Christian faith. Our broad range of co-curricular, outdoor education and sporting programs complement and support each student's academic program, teaching them important life skills like collaboration, communication, organisation, service and leadership. This allows our students to flourish, develop their talents and skills, build confidence and resilience and form friendships beyond their year groups.



We are blessed with faithful teaching staff who deliver quality, caring, Christian education

POWERFUL LEARNERS



Courage



Persists



Manages
distractions



Taking risks



Remaining
open



Curiosity



Asks
questions



Thinking



Noticing



Wonder



Craftsmanship



Revising



Activates prior
knowledge



Imagining



Precision



Collaboration



Inter-
dependence



Listening
with empathy



Adaptable



Humour



Compassion



Humility



Gratitude



Justice
and mercy



Restoration



Position Description

Deputy Principal – Head of Junior School

Position Summary

The Deputy Principal – Head of Junior School plays a pivotal role in shaping the direction, character, and effectiveness of the Junior School within the College. Reporting directly to the Principal, this role is key in providing strategic and executive leadership, driving excellence in teaching and learning, and fostering a vibrant learning community of staff, students, and parents. The Deputy Principal is instrumental in promoting the College's vision and mission, ensuring that every student has the opportunity to achieve their full potential in a range of pursuits. This position demands a commitment to educational excellence, a deep understanding of contemporary educational practices, and strong leadership skills to build a collaborative, innovative, and caring school environment.

Major Responsibilities

Strategic and Executive Leadership

- Promote the College's vision, mission and strategic intentions to foster a learning community in which every student is given the opportunity to realise their full potential in educational, spiritual, sporting, cultural and personal pursuits
- Ensure effective team leadership in line with a culture of collaboration that underpins the organisational structure of the College
- Provide public support and loyalty to the Principal and other professional colleagues
- Act as a role model, personally and professionally
- Make an active contribution as a member of the College Executive Team
- Contribute to the development of College policies and forward planning
- Foster a supportive environment for staff which promotes harmony and cohesion within the College
- Inform the Principal of all relevant matters
- Demonstrate experience and a commitment to responsible use of College resources, especially in relation to the Junior School budget

Leader of Teaching and Learning

- Lead and oversee the development and improvement of teaching practice in the College
- Foster and promote excellence in teaching and learning by keeping up to date with current educational research and modelling quality teaching and learning practice
- Work closely with the College Executive and Coordinators to provide a balanced educational program that cultivates the academic, spiritual, physical, cultural and social development of each student
- Collaborate with Coordinators to develop and implement strategies for improvement. Maintain a contemporary understanding of educational research and best practice and provide leadership that builds staff capability through professional learning, coaching and the effective application of evidence-informed approaches to teaching and learning
- Providing leadership to ensure the establishment and maintenance of quality academic teaching programs that comply with regulating authority's requirements
- Leadership of the analysis of learning outcomes data for continued improvement of educational outcomes, the promotion of its use by teachers and coordinators and the preparation of reports based on them for a variety of audiences
- Oversee and implement reporting systems to ensure an effective system of reporting student academic progress to parents is in place



- Oversee all aspects leading to the production of awards
- Provide leadership and governance of the College's NCCD processes, ensuring robust systems, accurate documentation, staff training and compliance with regulatory requirements across the Junior and Senior School
- Attend regional, state or national conferences concerning teaching, learning and leadership

Leader of People and Community

- Provide spiritual leadership and overall concern for the pastoral care and wellbeing of their staff
- Model effective, fair and just management of staff within a restorative practice framework
- Provide oversight of student wellbeing in the Junior School and the development of a positive cultural tone within a Restorative Practices framework
- Monitor and manage student behaviour and pastoral care ensuring that parents are effectively involved where concerns are raised
- Promote processes that encourage communication, consultation and teamwork within the College community
- Communicate, coordinate and collaborate with the Principal, Executive and other professional colleagues, as required
- Utilise coaching and coaching approaches to enhance the quality and efficacy of professional conversations
- Identify professional development opportunities to build the capacity of their staff
- Ensure staff are accredited and adhering to the guidelines for eligibility for and maintenance of Accreditation
- Manage the underperformance of their staff
- Work collaboratively with Wellbeing staff in the management of complex student issues

Executive Requirements

- Other duties may be required from time to time as directed by the Principal
- Representation at out of school hours events
- On occasion, deputise for the Principal as required

Selection Criteria

Professional and personal attributes required for this role include;

- A committed Christian, actively involved in a church community, with a desire to contribute to the Christ-centred mission and life of the College
- Demonstrated capacity to provide authentic Christian leadership and integrate a biblical worldview into all aspects of student formation, staff leadership and educational practice
- Proven educational leadership experience, with the ability to inspire, develop and empower others while fostering a culture of collaboration, accountability and continuous improvement
- Demonstrated expertise in teaching and learning, with a strong understanding of contemporary educational research, evidence-informed practice and effective approaches to improving student outcomes
- Strong coaching and mentoring capabilities, with a passion for developing staff capacity, nurturing emerging leaders and promoting professional growth
- A thorough understanding of NESA curriculum, assessment, compliance and registration requirements, together with a commitment to educational excellence
- Highly developed strategic thinking, problem-solving and decision-making skills, including the ability to exercise sound judgement in complex and sensitive situations
- Exceptional interpersonal, written and verbal communication skills, with the ability to build strong relationships and engage effectively with students, staff, parents and the broader community
- High levels of emotional intelligence, resilience, integrity and professionalism, with the organisational capacity to lead effectively, manage competing priorities and contribute positively as a member of the College Executive



Additional Information

Salary

Remuneration for this position will be commensurate with qualifications, skills and experience in accordance with the Independent Schools (Teachers) Cooperative Multi-Enterprise Agreement 2025 or future approved agreement.

Child Safety

Oran Park Anglican College is committed to child safety. All members of staff are required to comply with applicable child protection legislation and are responsible for ensuring that the College's Child Safe policies, procedures and programs are at the forefront of all we do. As such, all members of staff are expected to satisfy child protection screening and adhere to the College's Child Safe Policy and Code of Conduct.

WHS

Oran Park Anglican College acknowledges that the health, safety and wellbeing of people and the provision of a safe working and learning environment are central to the values of the College. All members of staff undertake annual WHS training. The successful applicant will be provided with their WHS responsibilities at the time of appointment.

Diversity and Inclusion

Oran Park Anglican College provides inclusive, culturally safe and child-friendly services for all students. The successful applicant will be required to comply with policy and training requirements.

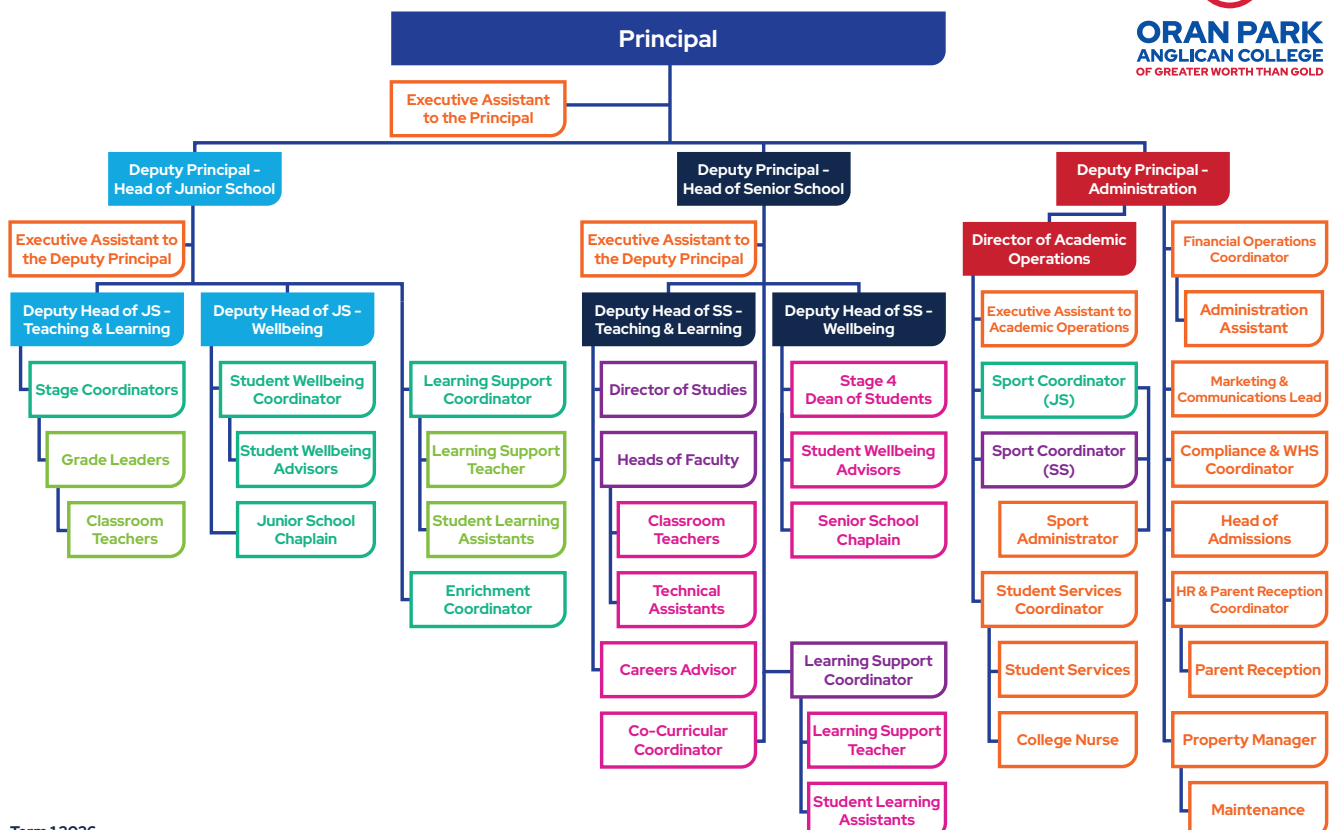
Note

All positions evolve over time and as such, the position description should be viewed as a guide with the full expectation that other duties as required will be a natural part of the role. The role will continue to evolve in consultation with the Principal.

Organisational Structure



ORAN PARK
ANGLICAN COLLEGE
OF GREATER WORTH THAN GOLD



Term 1 2026

Application Process

Applicants are required to:

1. Complete the **Teaching Application for Employment Form**, include your WWCC clearance number and details of three referees, one of which must be a Minister of Religion
2. Include a Candidate Statement (no more than three pages) outlining what you feel you would bring to this role, what you would expect to accomplish and reflecting on your past experiences in the context of the selection criteria
3. Include a copy of your Curriculum Vitae, including information about positions held, scope of responsibilities and key achievements. As well as any other relevant information such as professional and community activities

Please send your application marked "Private and Confidential" to:

Mrs Naomi Wilkins
Principal
Oran Park Anglican College
employment@opac.nsw.edu.au

Applications close on the 28th August 2026.



**ORAN PARK
ANGLICAN COLLEGE**

(02) 4604 0000

60 Central Avenue, Oran Park NSW 2570

opac.nsw.edu.au

of greater worth than gold.