



Position Description

# Deputy Principal (Teaching & Learning)



## Welcome to our School

Welcome to Haileybury Rendall School (HRS) where every student matters every day and where our vision is to be the best school in Northern Australia. Our School is closely affiliated with Haileybury Melbourne which also delivers high-quality education programs across its four campuses in Melbourne, virtual campus Pangea and campus in Tianjin, China. HRS also stands proudly as a leading independent co-educational Tier One School in Darwin, Northern Territory. In 2024 we are also proud to launch NT Pangea as a new campus – the only independent online School in the north of Australia. With the day school, our acclaimed boarding school (that is home to remote, international and domestic students) and NT Pangea, we have education in the Territory covered!

Developing and maintaining a strong academic culture is a high priority at HRS and this goes hand in hand with a holistic education that supports the health and wellbeing of all students. Our teaching framework includes the highly successful Explicit Teaching Model in the primary years and age-appropriate variations of this pedagogy through the secondary years. The strong ties between Haileybury Melbourne and HRS also provide numerous opportunities for our community to take part together in a broad and exciting range of activities. Partly to maintain this synergy, HRS is the only NT School that has adopted the Victorian Certificate of Education (VCE).

We also live the mantra that every team member matters every day and firmly believe that our staff are our greatest asset. High expectations are maintained in all that we do.

As a Territory School of almost 1100 students, we are incredibly proud to be regarded as a Centre for Excellence in Indigenous Education, with First Nations students comprising around 17% of our student enrolment numbers.

Discover more about Haileybury Rendall School at [www.haileyburyrendall.com.au](http://www.haileyburyrendall.com.au)

## Working with us

Haileybury Rendall School is proudly non-selective when it comes to the students who look to join our outstanding school. We believe in the potential of every child to achieve and contribute.

However, we are by contrast, very selective of staff who wish to work with us, whether they will be guiding our young learners or helping to keep the School operating efficiently and successfully through our Corporate Services department.

Those who join us are passionate about the delivery of innovative academic, co-curricular and wellbeing programs that challenge and inspire our students and make a difference in their lives.

As a school, we value the linguistic and cultural diversity of our staff and students. Staff are encouraged to continually develop their cultural competence in working with children from across Australia and south-east Asia.



## Our vision and mission

As part of the Haileybury system of schools known as “One Haileybury”, we aim to be recognised as a great world school but, more locally, to be recognised as the best school in northern Australia.

This is supported by our mission to deliver an exceptional educational experience that fosters the growth of each child through leading teaching and learning programs, a wide array of opportunities, within a culture of high expectations, empowering students to excel. A Haileybury Rendall School education will focus on the complete development of the student and will be characterised by a commitment to academic excellence, social justice, an international outlook and a passion for enterprise and entrepreneurship.

## Position details

Position title	Deputy Principal (Teaching & Learning)
Reports to	Principal
Employment status	Full-time, contracted
Commencement date	January 2027, or earlier by mutual agreement
Salary range	Senior Executive level

## Responsibilities

The Deputy Principal (Teaching & Learning) of Haileybury Rendall School will have various responsibilities that include:

- Deputising for the Principal upon request
- Alignment to, and input into, the School’s strategic plan, vision, mission, guiding principles and values
- Providing strategic leadership and empowerment of key staff to help ensure the School operates with efficiency and purpose in relation to all School goals
- Working closely and collaboratively with other members of the Senior Executive Team of the School and playing a leading role in the broader School Executive Team.
- In particular to the above, directly leading and supporting the key Learning Leaders within the School, to ensure all relevant goals are competently addressed
- The capacity to lead whole school student teaching and learning initiatives at a high level whilst providing leadership to other senior staff involved in these areas
- Playing a leading role in the development of cultural competency in staff and students that meets the diverse needs of our community
- Developing effective and productive relationships with other senior members of the One Haileybury organisation across the world.
- Mentoring and developing the leadership and capacity of key staff as agreed with the Principal
- Having a contemporary understanding of a wide range of educational research and proven best-practice in Schools and a demonstrated capacity to constantly develop and share this knowledge



- Identifying the strengths and areas of improvement in relation to achieving and continually improving the levels of academic excellence for all students
- Representing the school with distinction at appropriate events
- Developing strong and respected professional relationships with all members of the School community
- Having the capacity to identify and nourish appropriate educational relationships with external stakeholders of the School
- Writing and communicating in a positive and influential manner about the School, across a range of social, print media and other forums
- Participating in staff recruitment and interviews as required
- Delivering excellent teaching in the classroom, as negotiated with the Principal
- Other tasks as assigned by the Principal

## **Key selection criteria**

- Proven management and leadership skills in a like-setting
- Experience developing and delivering strategic objectives
- Evolved understanding of effective change management
- Experienced and well-regarded classroom teacher
- Ability to lead and work effectively in a team environment
- Proven and contemporary staff and student teaching and learning and curriculum experience and understanding
- Strong verbal, written and interpersonal communication skills
- Excellent time-management skills and high-level organisation skills
- Ability to work effectively in a culturally diverse setting
- Clearly displays initiative and looks to foster school improvement

## **Personal qualities**

- Patient and relationship-oriented
- Passion and positive energy
- Enthusiastic and conscientious
- Ability to be part of a dynamic team
- Flexible and resilient
- A high level of interpersonal skills
- A sense of humour and an appropriate sense of fun

## **Academic qualifications**

- Recognised teaching qualifications.
- Masters qualification or other higher degrees will be considered favourably
- Ability to ensure NT Teacher registration (TRB)
- Ability to obtain current NT Working with Children Check (Ochre Card)



## Inherent qualities

### Cognitive demands

- Ability to work with groups of students and to handle multiple (sometimes competing) demands from them and from colleagues and parents
- Ability to carry out high-level responsibilities, and effectively interact and communicate with students
- Ability to make high-level decisions and/or be involved in high-level decision-making
- Ability to be resilient
- Ability to employ a variety of classroom management strategies and perform role whilst managing students' behavioural demands

### Physical demands

- Ability to stand for long periods of time, move freely amongst a class of students for up to seven hours per day and to work at a computer
- Ability to adapt a variety of body postures including prolonged standing, reaching overhead/forward, bending of back, squatting and rotation of neck
- Ability to lift/carry parcels of up to 5 kg for short distances

### Environmental demands

- Ability to work in environments of variable noise levels, temperatures and weather conditions
- Ability to assess whether Personal Protective Equipment (PPE) is required for particular activities and wear as appropriate

## General information

- Haileybury Rendall School promotes the safety and well-being of children from culturally and/or linguistically diverse backgrounds.
- The successful candidate will be expected to support the vision and ethos of the School at all times
- Staff must ensure that all decisions, pertaining to their role are made in line with legislation and Haileybury Rendall School Policies and Procedures.
- Staff are expected to complete appropriate extra-curricular hours as per the current Enterprise Agreement
- Staff are required to follow NT Chief Health Officer regulations around vaccinations appropriate to working in a school



## **Commitment to Child Safety**

Haileybury Rendall School is committed to the safety and wellbeing of all children, including those under the care and supervision of the School. The School recognises the importance of, and its responsibility for, ensuring a safe and supportive environment which respects the rights of children and fosters their enrichment and wellbeing.

Haileybury Rendall School's approach to creating and maintaining a child-safe environment is guided by the core belief that every student matters every day. The School's mission 'to develop high-achieving students who are connected globally, to each other and to the communities in which they live and serve', can only be achieved if its students are safe, feel safe and are empowered to participate in decisions which affect their lives.

Haileybury Rendall School's robust human resources, recruitment and vetting practices are strictly adhered to during the application and interviewing process. Applicants should be aware that we carry out Working With Children, police records and reference checks to ensure that we are recruiting the right people. Applicants must familiarise themselves with Haileybury's Code of Conduct and Policy on Relationships between Staff and Students available on our website.

Haileybury Rendall School has no tolerance for child abuse in any form.

## **Further information**

For further information please contact Ben Bishop – Director of People and Culture on (08) 8922 1611

*This position description was updated on 9 June 2026*