

THE ROLE



Director of Teaching & Learning – Senior School

Position Title	Director of Teaching & Learning – Senior School
Level	Leadership Level 3
Commencement Date	Term 1 2026
Hours	Permanent Full time

Thomas Hassall Anglican College is a vibrant P-12 independent College located with close access to the M5 and M7 in the growing southwest of Sydney. We are committed to challenging our students to look beyond boundaries and to use their gifts and talents to make a difference in the world. We are guided by our vision – Growing and Nurturing Excellence in Learning, Wisdom and Service.

The College is seeking to employ an experienced educator and leader with a background in Secondary School education to start in Term 1 2026. The right candidate will be able to gather, inspire and lead others, and have an expert understanding of current learning and teaching practice. She or he will be an active Christian who understands how to integrate faith and education in relevant and authentic ways.

The right candidate will work collaboratively with staff to improve and innovate the academic curriculum, lead evidence-informed pedagogy, and effectively utilise data to inform classroom practices. The successful person will have a track record of building and leading successful teams, with a passion for contemporary learning methods and a commitment to educational excellence.

Key Selection Criteria

the successful applicant for the above position must be able to provide evidence to support the following criteria:

- Strong personal Christian faith and be a regular and practising member of a Bible-based Christian Church
- A well-informed understanding of contemporary learning and teaching practices, research, and pedagogy
- Evidence of leadership of educational innovation and development of curriculum and assessment
- A track record of success in building effective teams within and across departments/sections and functions of a school.
- Demonstrated skills, experience and success in educational leadership, administration, and organisation with the ability to manage time and competing priorities.
- Excellent communication skills (written and oral)

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- Excellent leadership skills, including approachability, listening skills, and showing initiative.

Qualifications

- Secondary Teaching qualifications.
- Master degree in Education or Leadership is desirable.

Applications should include:

- Cover application letter
- Completion of Employment Application form available on the College website - This should include the names, addresses and phone numbers of three confidential referees. One of these needs to be from a Christian Minister.
- Resume outlining teaching, leadership and other experience relevant to the position
- A statement of educational philosophy
- Written response addressing the Key Selection Criteria in a maximum of 2-3 pages
- Valid NSW Working with Children details (WWCC)

Thomas Hassall Anglican College is dedicated to maintaining a child-safe environment and is committed to the safety, welfare and wellbeing of all children and young people entrusted to our care. Our Child Safe Program includes A Child Safe Policy developed in alignment with the Child Safe Standards, background screening and reference checks. We have a zero-tolerance for child abuse and are committed to doing what we can to keep students safe from harm.

To apply, please complete an [Application Form](#) or visit our [website](#) for more information.

CLOSING DATE FOR APPLICATIONS: Friday 24 October 2025

Please note applicants will be considered for interview upon receipt of application.

Appointments may be decided before the closing date.

Any enquiries, please contact employment@thac.nsw.edu.au.

ROLE DESCRIPTION



Director of Teaching & Learning – Senior School

Primary Purpose:

This position works with teachers to further develop a culture of innovation and learning in the Senior School to enhance the experience and learning outcomes of students. The Director of Teaching & Learning will work with Senior leaders to develop and implement a teaching and learning framework characterised by evidence-informed practices and improved classroom pedagogy and shaped by the College mission and vision. The Director of Teaching & Learning will work with the Senior Executive to ensure excellence in outcomes and promote professional learning within the College.

Accountable to:

The Principal

Directly reports to:

Head of Senior School

Relates to:

1. Deputy Principal
2. Senior Executive Members
3. Academic Dean
4. Faculty Leaders
5. Director of Teaching and Learning – Junior School

The following staff report to the Director of Teaching & Learning in terms of Teaching and Learning:

- Faculty Coordinators
- Teaching Staff

Major Responsibilities

The Director of Teaching & Learning is responsible to the Principal through the Head of Senior School for:

Strategy & Leadership

- Building and fostering a sense of collaboration and positivity among staff towards a learning culture at the College that promotes academic rigour and reflective practice.
- Working with the Leadership Team and Faculty Coordinators to develop best practice in teaching and learning across the College underpinned by the College Mission and Vision. This will include developing a culture of engagement amongst teachers, supporting and encouraging excellent pedagogical practice across all faculties and promoting reflective practice by teachers.

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- Provide leadership to ensure the establishment and maintenance of quality academic teaching programs that are in-keeping with the College vision and mission and comply with the regulating authority requirements.
- Overseeing and leading the Faculty Coordinator Team through regular fortnightly meetings. This includes but is not limited to coaching and mentoring of Faculty Coordinators; supporting Coordinators with staffing issues and parental concerns; distributing NESA updates and compliance related requirements in relation to best practice in learning.
- Leading the development and ongoing evaluation of a high-quality curriculum 7-12.
- Building a connection of learning with the Junior School to form a continuum of practice into Senior School by regular engagement with the Director of Teaching & Learning - Junior School.
- Sharing a vision for the learning framework and, in collaboration with others on the executive team, assist with the development and ongoing evaluation of a quality curriculum P-12.
- Undertaking research and implement projects for quality learning at the College.
- Provide leadership and strategic direction regarding the integration of ICT in teaching and learning programs in the Senior School in collaboration with the Leader of ICT
- Work in collaboration with the specialist coordinators of Learning Support and Gifted and Talented to improve student learning through adjustments and differentiation.

Curriculum and Assessment

- Develop and implement assessment for, of and as learning practices across the Senior School.
- Develop in conjunction with the Senior Executive team and Faculty Coordinators an innovative and balanced curriculum program to fulfil the NESA requirements for assessment practices, scope and sequence documents and programming.
- Collaborate with the Academic Dean of Students to improve the Student Academic Tracking Scheme.
- Assist the Academic Dean of Students and the Coordinator of Curriculum in regards to the collation, oversight and implementation of all assessment requirements to students, staff and parents.
- Working collaboratively with the middle leaders in the analysis of internal and external assessment data to inform teaching and learning practices and improve student growth.
- Developing and leading a focus on STEM where faculties work collaboratively on innovative learning opportunities that enhance student outcomes.
- Work with the Director of Strategy and Innovation, Academic Dean of Students and Faculty Coordinators to implement a regular system of program evaluation across the College with data analysis utilised to adapt programs to improve teaching effectiveness and student learning outcomes that meet NESA requirements.
- Maintain the documented implementation and subsequent evaluation of the approved curriculum in Senior School to a high standard, in a suitably differentiated manner.

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- Maintain archived copies of all teaching programs in conformity with NESA requirements.
- Assist the Director of Staff Services with new staff professional practice evaluations when required.

Teacher Accreditation

- Engage with ISTAA and NESA to ensure Senior School teachers' professional growth is in line with the standards.
- Monitor and support early career teachers in their journey towards proficiency and remain up to date with NESA procedures for proficiency and maintenance
- Coordination of Teacher Accreditation including monitoring and assisting Senior School teachers who are applying for accreditation with ISTAA to Experienced Teacher.

Study Skills

- Oversight of the Study Skills Program with the Coordinator of Curriculum to map and improve the delivery and evaluation of the Student Study Skills Program, with a focus on stage 6.

Professional Development

- Oversight and management of the College-based Professional Learning Process for Senior School, reflecting collaborative, innovative and relevant classroom practice in alignment with the strategic directions of the College.
- Assist the Deputy Principals to organise staff meetings and professional learning opportunities for staff when required.
- Attend relevant training days for curriculum and specific teaching/ learning events.
- Remain up to date with educational research and best practice for the development of innovative programs.
- Personally demonstrate exemplary pedagogical practice within a particular discipline area.
- Attend faculty meetings as relevant and required.

Other responsibilities include:

- To be an active member of the College Leadership team, involved in strategic planning and development.
- Represent the Principal, from time to time, at functions related to the College program.
- Involvement in College decision-making and have a shared responsibility with other key staff members for such activities as:
 - College Assemblies and Special Events
 - Enrolment Information Events and Interviews
 - Parent Information and Parent-Teacher Interviews
 - College Camps, Excursions, Graduations and Formals
 - Whole-College, Sector and Faculty staff gatherings

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- Awards and recognition of achievement and service
- Perform other duties as required by the Principal or her nominees from time to time.

The Director of Teaching & Learning is expected to be present at:

- all relevant College events
- all relevant professional development activities
- all formal parent-teacher interview evenings
- designated information evenings
- designated playground duties, sports duties, assemblies, excursions, allocated committees and camps

This role description is underpinned by the College Policies, Procedures and Guidelines