



# St Aloysius' College

Appointment of the Principal

MAY 2024



ODGERS BERNDTSON



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## CONTACT INFORMATION

**Jane Harlen**

+61 2 8905 3711

Jane.Harlen@odgersberndtson.com

**Andrea Ripani**

+61 3 8375 7445

Andrea.Ripani@odgersberndtson.com

Odgers Berndtson Australia  
Level 18 | 167 Macquarie Street  
Sydney 2000 NSW

[www.odgersberndtson.com](http://www.odgersberndtson.com)

# INVITATION FROM THE CHAIR



In conjunction with Jesuit Education Australasia (JEA) and the Provincial of the Society of Jesus in Australia, the Board of St Aloysius' College seeks to appoint our second lay Principal, following the announcement of Mark Tannock's appointment to Saint Ignatius' College, Riverview. We have a deep sense of gratitude for Mark's leadership over the last decade.

Since 1879, St Aloysius' College has served the greater Sydney metropolitan area by educating a diverse range of boys in the Catholic Jesuit humanistic tradition. The pedagogy is inspired by the spirituality of St Ignatius of Loyola and the model of service of its patron St Aloysius Gonzaga. Our College shares this mission with five Jesuit Colleges and six Jesuit Companion Schools in Australia and New Zealand, and thousands of other Jesuit schools throughout the world.

**“The quality of the relationships between the boys and our staff is one of the defining features of the College, as is the partnership between staff and parents...”**

The quality of the relationships between the boys and our staff is one of the defining features of the College, as is the partnership between staff and parents, working together in the formation of boys into modern young men. A strong sense of collaboration, care and community permeates the College, with the needs of the boys lying at the heart of all we do and every decision. The boys themselves are grounded with a strong sense of “a faith that does justice”. We cultivate a living out of the Ignatian maxim of forming “men for others”. St Aloysius' is not a school of privilege but a school of obligation.

Over the last decade, the College has reaffirmed its Jesuit mission, developed a rigorous and contemporary educational approach that prepares the boys for their futures and for using their gifts to serve others, including developing a bespoke curriculum approach to Year 9 with the opening of our Rozelle Campus, undertaking a Companions in Learning partnership with Loreto Kirribilli (our neighbouring Catholic girls' school), and renewing the infrastructure of our main Senior School campus. The boys' academic outcomes are excellent, but they sit firmly within the context of a holistic education that provides rich co-curricular opportunities, exemplary pastoral care and an extensive service-learning program. We are fortunate in the excellence of our staff, both our teaching staff and our professional support staff.

The Board's priority is to ensure that the school is well positioned for the coming decades and that in support of our mission we continue to strive to make our College and its distinct approach to education and formation as accessible to many. The school is flourishing but we do not want to be complacent and recognise that our societal backdrop poses challenges to our mission. We will always pursue the *magis* - stretching ourselves to excel and innovate thoughtfully, ensuring that St Aloysius' College continues to educate boys, in the Jesuit tradition, to become young men of 'competence, conscience, compassion and commitment' (the 4Cs).

We are on track to deliver on the major ambitions we set out in Human Excellence, our Strategic Plan 2021-2025, by the end of next year. Our focus is on completing and successfully embedding what we have underway, and then embarking on the next phase of our strategic journey with our new Principal.

The strength of St Aloysius' College lies in our people and their commitment to our mission: our boys, their families, our staff and our old boys. "The Aloys Family" is a long-standing descriptor of our community - and not without good reason. Our shared clarity of purpose and values enable us to respect our history, traditions, and culture, while looking to the future with hope, energy, and an openness to be adaptive. The shared leadership between our Rector, Fr Ross Jones SJ, who nurtures the spiritual health of the school and is 'the keeper of the story', and our Principal is a defining characteristic of our Ignatian Companionship.

I warmly encourage you to give serious consideration to joining our remarkable school and becoming an important servant of its Catholic, Jesuit mission.

**Michael Morgan (SAC 1973)**  
**Chair of the Board, St Aloysius' College**

**“...the College has reaffirmed its Jesuit mission, developed a rigorous and contemporary educational approach that prepares the boys for their futures and for using their gifts to serve others...”**

# COLLEGE HISTORY



Overlooking Sydney Harbour, St Aloysius' College (or 'Aloys' as it is familiarly and affectionately known to generations) has approximately 1,300 boys from Year 3 to Year 12, and over 200 staff. It is one of Australia's first Jesuit schools and was founded in 1879 when the Catholic Archbishop of Sydney, Dr Roger Bede Vaughan, a Benedictine, asked the Jesuits to establish a College for boys to meet the needs of the growing Catholic community in Sydney.

St Kilda House on the corner of Cathedral Street and Palmer Street Woolloomooloo was rented for this purpose and 45 students were admitted on 3 February 1879. The number gradually increased during the year to 115.

In September 1883, the College moved to a property known as 'Auburn Villa' in Darlinghurst, and changed its name to 'St Aloysius' College', after the patron Saint of Youth. Finally, on 2 February

1903, the College relocated to its present site on Upper Pitt Street at Milsons Point where the Jesuits had been given the care of the parish in North Sydney.

Since the beginning of the 20th Century, the College has grown but always remained true to its humble origins. Its physical location has expanded to include four sites - the Junior and Senior Schools in Milsons Point, the College War Memorial Oval in Willoughby, and our new Year 9 Campus in Rozelle.

The College is one of the founding members of the Associated Schools of NSW (CAS), established in 1929. We compete in sport and other co-curricular activities with the other five member schools (but not exclusively).

# GOVERNANCE



Our College governance reflects our Jesuit identity and the best of contemporary approaches to not-for-profit governance. Since 2017, the College has been an incorporated entity, St Aloysius' College Limited, and governed by a College Board (the Board). The Board is responsible for the local governance and management of the College and both our Principal and Rector report to it. In turn, the Board reports to both Jesuit Education Australasia (JEA) and the Provincial of the Society of Jesus in Australia (the Province), and, through that entity, to the Society of Jesus in Australia (the Jesuits).

This arrangement enables an ideal balance of local decision-making and strategic oversight from JEA and the Province. It helps to inform the way the College makes decisions and implements policies, and ultimately achieves its objectives as a Jesuit ministry.

St Aloysius' College has a lay Principal and a Jesuit Rector, Fr Ross Jones SJ, who are jointly responsible for the leadership of the College on a daily basis. The Principal, as Head of School, is

responsible for the management, good order and quality of performance of the College, as well as the educational and pastoral welfare of the students and staff. They are assisted by the Rector who leads responsibility for the spiritual and religious health of the College community and all such programs to nourish its development. The Rector is the 'keeper of the story' – the broad Jesuit story and the particular story of Aloys, our history, culture and ethos. The Rector has an important role along with the Principal, as animator of that story and as a formator in the Catholic, Jesuit tradition. The lived expression of our faith and tradition is very much a shared responsibility.

**“St Aloysius’ College has a lay Principal and a Jesuit Rector who are jointly responsible for the leadership of the College...”**

### The Directors of the Board are:

- Mr Michael Morgan (SAC 1973) | Chair and Chair of Nominations Committee
- Ms Susan Massasso | Deputy Chair
- Fr Richard Leonard SJ
- Ms Elisabeth Burn | Chair of Audit, Finance and Risk Committee
- Mr Phil de Gail | Chair of Property and Building Committee
- Mr Mark Lennon
- Ms Maura Manning
- Ms Kelly Morrison
- Dr Frank Pitt
- Mr John Polin

### The Executive Team (in addition to the Principal) are:

- Fr Ross Jones SJ | College Rector
- Mrs Kate Quinane | Deputy Principal
- Mr Tim Wunder (SAC 1981) | Director of Business Operations
- Mr Joseph El-Khoury | Head of Junior School
- Miss Elizabeth Phipps | Director of Teaching and Learning
- Mr Martin Corcoran | Director of Students
- Mr Daniel Ronchetti | Director of Faith & Justice
- Mr David Comito | Director of Co-Curricula
- Mr John Tzantzaris | Director of Professional Growth
- Mrs Susan Ali | Director of Communications
- Mr Daniel Martin | Director of College Foundation

Further information can be [found here](#)



# JESUIT EDUCATION



Aloys exists to mission young men to build God's kingdom in the here and now. If our students are blessed with talent, resources, and opportunity, then we remind them that all those gifts are to be spent generously in the service of others – especially those on the margins, the least, the lost and the last.

Reflection is the central element of our pedagogical style. We encourage curiosity and questioning, imagination, and wonder. We cultivate what we call a sense of the *magis* – making the better choice, choosing the greater good, doing things more deeply, facing challenges, and testing the status quo.

An Aloysian does not graduate for himself alone. He has a broader vision and responsibility and will leave his mark for the good, wherever his life takes him.

More information on Jesuit Pedagogy, The Ignatian Way of Teaching and Ignatian Spirituality can be [found here](#)

**“An Aloysian does not graduate for himself alone. He has a broader vision and responsibility and will leave his mark for the good, wherever his life takes him.”**



# COLLEGE MISSION AND VISION

The College companions with parents in the formation of their sons. It seeks to produce 'men for others' who are balanced and motivated, integrating spiritual maturity and academic excellence with a rounded social and physical development. In essence, a Jesuit education stresses the formation of the whole person and the encouragement for young people to find God in all things. While attention is given to the development of intellectual and other skills, emphasis is also placed on the formation of character, socially just attitudes, and a commitment to deeper religious values.

## OUR MOTTO

*Ad Majora Natus - Born for Greater Things*

"I was born for greater things" (Ad majora natus sum) is what a young Aloysius (Aluigi) Gonzaga reportedly said to his father, four and a half centuries ago, when he chose humble service over the inheritance of worldly goods and power from his father, the Marquis of Castiglione.

This countercultural statement is the motto of the College.

In our Patron's name, and following his example, our mission at Aloys is to encourage students to put their gifts and talents generously at the service of others. We encourage them to engage with the world with a compassionate heart, a discerning mind and a courageous outlook and engagement.

In the tradition of Renaissance Christian humanism, which saw the birth of our first schools, we seek to form the whole person - head, heart and hands.

Our Mission:

To provide, in cooperation with parents, a Catholic education that:

- Proposes Christ as the model of human life
- Pursues excellence in teaching and learning
- Promotes life-long learning and spiritual growth





# THE FOUR PILLARS OF AN ALOYSIAN EDUCATION

The College's four pillars deliver an education not only of minds but also of hearts and hands.

## FAITH AND JUSTICE

The College aims to form faithful men for others who seek a faith that does justice. The spiritual life of the College and our service programs, both locally and abroad, encourage our students to find God in all things; to be generous in their service of others; to be ethically and socially responsible; to accompany and plead the cause of the marginalised; and to seek to be positive agents of change in the world.

## TEACHING AND LEARNING

The College aims to educate boys in an academically rigorous environment by prioritising teaching and learning and responding to the learning needs of boys in an academically-oriented school. The College aims to encourage the pursuit of wisdom and truth; characterised by reflection and questioning; and promotes intellectual curiosity, deep understanding and a life-long love of learning.

## HOLISTIC EDUCATION

The College encourages young men to be fully alive through the well-rounded school experience it offers. The College's Co-Curricular Program is integral to the formation of the whole person; it encourages our students to be gracious and thankful for their

gifts and for the gifts of others. This program features extensive opportunities in music, sport, debating, public speaking, drama, cadets, the Duke of Edinburgh Award, the Benenson Society (a human rights advocacy group), the Binsey Group (caring for our common home), Batyr (for promoting mental health), the Bellarmine Academy (a philosophy club for seniors), the Fishing Club, and a range of other pursuits.

## CURA PERSONALIS

Care of the individual, in each of his dimensions, is at the heart of education at Aloys. The College's primary focus is the concern for and the wellbeing of each student. It inspires positive relationships between staff and students in all areas of college life; and within the context of this care students are encouraged to grow confidently to their full potential – intellectually, emotionally, and spiritually.

**“Care of the individual, in each of his dimensions, is at the heart of education at Aloys.”**

# STRATEGIC PLAN



*Human Excellence* is the St Aloysius' College Strategic Plan for 2021-2025. In this plan, we commit ourselves to a deepening of our mission as we seek to continue to form young men for others. The *Human Excellence* Strategic Plan can be [found here](#).

The College seeks to maintain our Ignatian way of proceeding by combining our commitment to innovation with our Jesuit traditions. The approach has three foci. At the heart of this strategy is the individual student, our commitment to his care through *cura personalis*, to his holistic formation and the opportunities he is provided with to develop and demonstrate *Human Excellence* as encapsulated by the 4Cs.

Aloys holds that the most important factor in a student flourishing (outside of his family) is his teacher. Therefore, we prioritise the support and development of our teachers within this Plan.

Finally, in an increasingly fragile and fractured world, our Aloysian Family is a vital source of community. This Plan has prioritised the opportunity for connection within our shared mission and faith – both locally and globally.

*Human Excellence* should be considered alongside the College's Capital Master Plan – *Plan Magis*. *Plan Magis* set the direction for the future physical development of our campuses. The focus of *Plan Magis* has been on teaching and learning and the ongoing stewardship of the campuses to support the College's Jesuit mission and Ignatian charism.

The Master Plan is well underway and will be substantively completed at the end of 2024. It provides an overall framework for development which should support the majority of the College's needs for the next two decades, building both on existing opportunities whilst looking to the future and anticipating change for this Jesuit educational ministry. More on *Plan Magis* can be [found here](#).

# FAITH FORMATION



At Aloys, the Faith that is presented to the boys has three twinings: Faith and Justice, Faith and Reason, Faith and Conscience. These complementary couplings are cultivated in the course of a young man's time with us. Faith and Justice, which derives from the mission statement of the Society of Jesus itself, has already been alluded to. Faith and Reason are both sources of authority upon which our beliefs rest and together present a holistic view of our reality. At Aloys we encourage an intelligent, robust faith which can confidently and respectfully engage with matters of held belief, ethical positions and realities of the world. We explore how these matters might be assessed differently or freshly as times, circumstances, perspectives, knowledge and cultures evolve and change. This is the Ignatian principle of *accommodation* or adaptability. Finally, the primacy of conscience is a long-held principle of Catholic theology. We seek to pair Faith with a properly-formed conscience which listens to authorities first, then gathers the necessary data, and finally reflects, prays and discerns before acting.

## SERVICE PROGRAMS

The reference point of our service programs is "learning to serve – serving to learn". The implication is that such encounters are two-way streets. Those whom we serve have much to teach us. They are never exercises in unidirectional, top-down charity. That is why such experiences always go hand-in-hand with reflection: What have I learned? How have my understandings or preconceptions changed? Where was God to be found here? What might I be challenged or drawn to do?

Works of charity begin in the Junior School – responding to immediate needs or crises in our community or world. Then, as young men deepen in their understanding of the human condition in more senior years, they engage with works of justice. They ask, why is the world configured so? And then they act, lobby, speak out for and challenge as agents of change.

## THE EXAMEN

As well as appreciating where God is in our life, the *Examen* is a personal opportunity for staff and students to feel God's presence, express gratitude, be thankful and make amends.

St Ignatius encouraged his followers to use the *Examen* from the Latin word meaning 'to review'. It is an ancient practice adapted from the *Spiritual Exercises* of St Ignatius Loyola, and is a prayerful reflection of the day. Timetabled into the daily routine, our students practice the Examen to review, reflect and refocus. *Where were there traces of God or God's Spirit in this last day? How might I give thanks? Where did I come "off-track" and not be the person I hope to be?* A final consideration is how amends or even apology might be made.

## PRAYER

Prayer is regularly encouraged as boys and staff gather for particular purposes like classes, meetings and assemblies, or activities. They are largely student-led. Prayer here is not mechanistic but meaningful. It enables the boys to connect with something greater than themselves, it can help overcome daily challenges, and it serves as a focus to the intention of any gathering. At more formal gatherings, the prayer usually follows an Acknowledgement of Country.

**“Each year, boys engage in Reflection Days, space-filled opportunities, to develop their spirituality.”**

## SACRAMENTAL LIFE

The Eucharist is central to the sacramental life of the College community. There are voluntary Masses before school three days each week. Different class or year groups are invited to particular ones. Parents are also welcome to attend. In the Boys' Chapel there are full school Masses on major celebrations or feast days such as Commencement Mass, Ash Wednesday, the Feasts of Aloysius and Ignatius, the Sacred Heart Mass, Assumption Day, and end-of-term Mass of Thanksgiving.. There are also thematic student-led Masses in the Senior School. A Holy Week liturgy is also celebrated. The boys provide the music and are invariably full voiced in their choral contribution. Each year about thirty boys train for, and are commissioned as, Eucharistic Ministers. Sometimes they themselves lead Communion Services.

The Sacrament of Reconciliation is undertaken by Year 3 in preparation for their First Holy Communion. Before their First Holy Communion, Year 3 boys undertake a period of preparation as part of their Religion Education classes. In Term IV, these boys receive their First Holy Communion in The Boys' Chapel - it is a deeply personal and special occasion for the boys and their families to experience together.

## RETREATS AND REFLECTION DAYS

Each year, boys engage in Reflection Days, space-filled opportunities, to develop their spirituality. Spirituality is a connectedness with themselves, others, creation and, of course, God. In Years 11 and 12, during holiday time, boys are invited to join a *Kairos* Retreat for a number of days, usually at Peter Canisius House in Pymble. The *Kairos* Retreat aims to create an environment away, a moment in "God's time", in which the retreatants may be awakened to the ever-present love of God, expressed in the giftedness they feel. It is also a time to form a deeper understanding of their own selves and relationship to others. After a boy makes a *Kairos* Retreat, he may return as a leader in subsequent ones. These retreats are regarded by boys as profound life experiences.





# TEACHING AND LEARNING

As an academically oriented school, students with a natural intellectual curiosity and a strong willingness to learn will flourish within the learning style offered. Jesuit education promotes achievement across the curriculum and encourages students to pursue results commensurate with their ability. It also inspires each student to discover his unique gifts and develop them fully.

Teaching and Learning in the Senior School provides rigorous learning opportunities that are rich and diverse and meet the needs of individual learners. Teachers set high expectations of the students and encourage them to do their best at all times. The academic curriculum has an emphasis on pursuing excellence in Humanities, Mathematics, Sciences and Creative Arts. The curriculum does not include subjects from Technical or Vocational areas, though some boys in Senior years may enrol in specialist external subjects.

The College Teaching and Learning Framework is a contemporary vision of what it means to learn and teach at a Jesuit school in the twenty-first century. The Framework articulates this vision of best practices for students and teachers and embodies the timeless truths of Jesuit education, whilst deepening our mission through innovation.

At the heart of our Teaching and Learning Framework is our St Aloysius' College Learning Cycle, a re-imagining of the Ignatian Pedagogical Paradigm (the IPP) for our contemporary context and our twenty-first century learners. This always begins with the bookend, Context: knowing our learners, their needs and interests, and the complex and changing world in which they live. The core cycle of the paradigm, Experience, Reflection and Action, is dynamic as it is lived out in our classrooms. A student doesn't simply "reflect back" the ideas exactly as they are taught; they must bend, wrestle with, probe and challenge those ideas in order to make meaning. Reflection is where meaning surfaces from reality. Action may be internal or external. The former could be an insight, a new appreciation, a deeper understanding of self, a changed attitude or reshaped value. The latter is a new skill or ability – as variable as being able to write an essay better, titrate in Chemistry, train for a marathon, play a clarinet sonata, or debate more confidently. The final bookend is Evaluation: how did the lesson, the program, the performance, the season go? What might be done differently next time?

In learner-centred classrooms, we empower our students to be active in their learning by taking on the roles of inquirers, creators and meaning-makers. We seek authentic connections between real world contexts and learning experiences so that students are uncovering meaning through active investigation and applying their learning in context. When learning is truly meaningful it needs to lead to action in the real world.

**“The College Teaching and Learning Framework is a contemporary vision of what it means to learn and teach at a Jesuit school”**

## ST ALOYSIUS' COLLEGE LEARNING PRINCIPLES

Our four Learning Principles are at the heart of teaching and learning at the College.

Our Learning Principles underpin the St Aloysius' College Learning Cycle, establish our context and way of proceeding for learners and teachers.

To develop young men of – competence, conscience, compassion and commitment we pursue the following Learning Principles:

### Excellence in Teaching and Learning

- Learners pursue mastery of knowledge so that they might understand deeply. Combined with experience, they gain wisdom
- The process of learning is reflective and provides opportunities for discernment
- Learners are open to growth through feedback and pursue their personal *magis*

### Personalised, Meaningful, Learning

- Learning is student-centred and relevant
- Authentic learning experiences are provided for student reflection and action
- Learner agency is promoted through student voice and choice

### Inquiry-based Learning

- Learning is process-driven, encouraging the intelligent questioning of ideas, knowledge and understanding
- Learners are curious, truth-seekers
- Learners draw on and guide one another to test ideas and solve problems

### Promotion of Learning Culture

- Learning is collaborative, supportive, and inclusive of all.
- The learning environment is flexible, visible, and adaptable
- Promotion of life-long learning is true to the College's mission



# CO-CURRICULA

Co-Curricula at Aloys has been designed to give every student the opportunity to participate fully in the life of the College. All students are encouraged to be involved in co-curricular activities. While sport is the main co-curricular activity and an important element in the overall curriculum, students are also encouraged to participate in a wide range of other activities, allowing them to develop interests, hobbies and talents, giving them confidence, and the ability to share those gifts with the world.

Boys are expected to participate in one summer and one winter sport season each year. In between are shorter Swimming and Athletic seasons where more specialist boys in the Senior School train and represent their school in the CAS Swimming and Athletic Championships.

There is a rich tradition of music at Aloys since our earliest days. Students are offered a range of learning experiences in music performance, from individual tuition and classroom music to massed choirs and orchestras.

Students have the opportunity to participate in weekly Theatre Sports improvisation workshops where they explore spontaneous creativity and work on their ensemble skills through the use of improvised performance and activities. They can also take part in regular Drama and Musical productions. Public Speaking and Debating are also extremely popular. In the latter, because of popularity, boys are engaged in three different competitions. There are also Chess and Engineering/Robotics clubs, and strength and conditioning classes in the Dalton Gym.

The College Cadet Unit (Years 7 to 12), established in 1913, is the largest voluntary, school-based cadet unit in Australia. During their time of service, cadets will develop skills in navigation, first aid, field craft, abseiling, orienteering, teamwork and leadership, through the various activities offered within the unit.

Dalton Hall is part of the Senior School's Wyalla Campus and is used by both Junior and Senior School students. It provides a full-size basketball court, indoor cricket nets, an indoor swimming pool for squad and water polo training, and a complete gymnasium for strength and conditioning training. It hosts competition basketball and volleyball games, and PE classes are held there. Friday night inter-school First and Second V basketball matches are a regular and lively fixture in the school calendar, where many students and Old Aloysians from all ages come and loyally cheer the players led by the lively *Blue and Gold Army* (the cheer squad leaders).

Dalton Hall is also used to hold full school assemblies and host parent functions and dinners.

The College Oval is located approximately twenty minutes to the north, in the suburb of Willoughby. Both the Junior and Senior School use this facility on a weekly basis for games and training in cricket, football and rugby. The annual Cadet Passing Out Parade is also held here. The College Oval also contains a function room which caters for social events including end-of-season sports' dinners and Parents and Friends (P&F) functions.

Sporting teams have their twice-weekly training sessions at various facilities. Some are at the College. If held at other venues, boys are bussed there and back.

**“All students are encouraged to be involved in co-curricular activities.”**



# PASTORAL CARE

As a Catholic school, Aloys holds that every human being is created in the image and likeness of God. For this reason, every member of our community holds an inalienable dignity that is to be protected and cultivated.

The College offers a comprehensive Pastoral Care program that is designed to support students in their spiritual, emotional, and social wellbeing. The program is established in the Jesuit tradition, which places an emphasis on the development of the whole person and the cultivation of a strong sense of ethics and morality.

Through a variety of activities and experiences, the program includes a curriculum that addresses the identified needs of individual cohorts and aligns with the school's overall mission and goals. Staff and teachers are trained to effectively implement the program, which is continuously evaluated and improved based on feedback from students, staff, and the wider community. This holistic approach to pastoral care is crucial for creating a positive and inclusive school culture and fostering the overall wellbeing of all students.

Central to the Ignatian way of proceeding is *cura personalis*, or care of the individual in all of his dimensions. Saint Ignatius ensured that his followers and those to whom they ministered were well cared for. Superiors or Directors of ministries were subsequently to do the same. Two recent Superiors General of the Society of Jesus have named pastoral care as the defining feature of our schools.

The care of the student is the immediate responsibility of his peers, teachers, coaches, Pastoral Mentor, the Principal and the Rector.

**“...an emphasis on the development of the whole person and the cultivation of a strong sense of ethics and morality.”**





# OUR CAMPUSES

## JUNIOR SCHOOL (YEARS 3-6)

The Junior School campus is situated in Burton Street, Milsons Point. There are two classes in both Years 3 and 4 and four classes in both Years 5 and 6.

The Junior School site has all its own facilities, including library, science lab, technology, music, and art rooms. There is a small Chapel located in the main entry to the Junior School. The Arrupe Room, named after Pedro Arrupe, a past General of the Society of Jesus, is a multi-purpose facility used for in-house performances and as a rehearsal space for choirs and concert bands as well as class and Year Group meetings, and weekly Masses.

An onsite basketball court, cricket nets and undercover area are used by the boys along with the full range of facilities in Dalton Hall at the Senior School and nearby Bradfield Park.

## ST ALOYSIUS' COLLEGE, ROZELLE (YEAR 9)

In 2023, the College opened its newest Campus at St Aloysius' College, Rozelle. This standalone campus is for Year 9 students only and provides a tailor-made program offering an opportunity for them to grow and be challenged in an environment suited to their needs. The innovative program is designed to prioritise relationships, rites of passage and Ignatian Spirituality. Students return to classes at Milsons Point in Year 10.

## THE SENIOR SCHOOL (YEARS 7-8, 10-12)

The Senior School campus is located across two sites on opposite sides of Upper Pitt Street, Milsons Point. Years 7, 8 and 10 are on the main campus while Years 11 and 12 are across the road on the Wyalla campus.

The Senior School has a full range of modern facilities for both curricular and co-curricular pursuits, including the Kircher Library; a purpose-built drama theatre, the Miguel Pro Playhouse, the Andrea Pozzo Art Centre, along with music facilities on the fourth and fifth floors and a debating and public speaking theatrette, The Bellarmino. At the geographic heart of the College is The Boys' Chapel where many liturgies and masses are held. Full school assemblies are held in Dalton Hall.

**“In 2023, the College opened its newest  
Campus at St Aloysius' College, Rozelle...  
for Year 9 students.”**

# COLLEGE COMMUNITY



The Aloys community is close-knit with a number of formal organisations and initiatives, alongside informal connections, which thrive on the involvement of parents and students, both past and present.

## **PARENTS AND FRIENDS ASSOCIATION (P&F)**

The P&F is an inclusive and active association that binds the parent community together. It is involved in the organisation of a number of annual social events, including the welcome cocktail party, both the mother and son and the father and son Masses, Year Group Masses, and annual Year Group Cocktails. The P&F styles itself as “friendraising, not fundraising”.

The P&F also has a generous Pastoral Care Committee. This has a special concern for those in the Aloys Family who are going through difficult times, especially with illness or loss. The support is personal, with meals, or with transport assistance for younger boys. This Committee also oversees the regular sale of second-hand books and uniforms (the proceeds of which go to the Bursary Program).

## **THE ST ALOYSIUS' COLLEGE OLD BOYS UNION (SACOBU)**

The College has a strong and closely connected Old Boys network, with a quarterly newsletter, The Wyallan, class reunions every five years in Australia and annual overseas reunions in the US, UK and throughout Asia as well as in Sydney, Melbourne and Brisbane. The Gonzaga Society, a gathering of Old Boys who left the College 50 years or more ago, also meets twice per year for Mass and lunch, and more recently the Ad Majora Bequest Society.

## ST ALOYSIUS' COLLEGE PAST PARENTS ASSOCIATION (SAPPA)

The aim of the St Aloysius' Past Parents Association (SAPPA) is to maintain relationships with past parents and does so by hosting biannual get-togethers, keeping in touch with the College, with one another and with the wider Jesuit ministries.

## OPPORTUNITIES FOR YOUNGER OLD BOYS

Mentoring opportunities allow younger Old Boys to connect with and support existing students. Recently graduated students can apply to return as sport coaches, tutors of academic subjects at Aloys Academy, or to assist with coaching debating, public speaking, drama and musical performances.

Each year a number of graduates join the Jesuit Cardoner Project, living communally and/or participating in international immersion programs and liaising with current seniors in the school, plus assisting with retreats and reflection days.

## THE BURSARY PROGRAM

Aloys does not secure achievement with the enticement of sporting, music, or academic scholarships, but rejoices in the successes of our "home grown" talent. Our financial assistance is directed solely to establishing means-tested bursaries. This means an Aloys formation may be available to families who do not have the financial capacity to afford and sustain ongoing tuition fees. The program has, over the years, assisted hundreds of boys and their families. The program is funded entirely by donations and the overarching aspiration is that a boy who receives assistance now will, in some measure, contribute back so another boy in the future may benefit as he has.

## THE COMPANIONS PROGRAM

The Companions Program is for boys in the College who have no father, either through, death, separation, or distance. Here, a young Aloysian alumnus is matched with such a boy to be something of "a big brother" to help mentor him through his formative years. The two regular meet to connect, play some sport or other pastimes, and talk over matters of moment.

## FUNDRAISING AND SOCIAL EVENTS

Dedicated to the advancement of the College as a Jesuit boys' school, alongside the preservation of its traditions and heritage, the Foundation Office runs several programs throughout each school year, including a major College fundraiser event, new parent dinners, and lunches in support of co-curricular programs. The College Foundation was established thirty-five years ago to assure the future of the College and does this through philanthropy.

A sample of videos depicting life at Aloys and a some of our more recent Immersions can be [found here](#)

# THE ROLE



The Principal of St Aloysius' College will be responsible to the College Board for the educational leadership and overall management of the school, working collaboratively with the Rector and leadership team.

Our Jesuit mission lies at heart of the school. Yet, we never lose sight of the need to prepare our boys for life which will be lived in the second half of the 21st Century and beyond. An Aloys education needs to be relevant and informed, supporting the boys in navigating the complexities of our modern world. Our Principal will be deeply committed to the mission of the Church and supporting the contemporary mission of the College, while also looking to the future. While the Rector has particular responsibilities for the spiritual growth of our community, our Principal works hand-in-hand with him as they jointly steer Aloys on its journey.

We are proud of our culture which is humble, diverse and inclusive, enabling each boy to thrive and find their place. Our community is caring and deeply connected with a shared sense of pride in the school and commitment to its mission. The College's culture is deeply collegial with a collective sense of purpose that is focused on the best interests of the boys. Our Principal will be highly visible and present, nurturing our culture and developing their relationships with our boys, families and staff, coming to know them in their different contexts and capacities, giving them a sense of being personally valued. In recent years, there has been a strengthening of the bonds with our Old Boys. We also support the Jesuit school in our network, Jarjum College, Redfern. Our Principal is expected to be a role model for integrity, ethics, and good judgement, combined with care and kindness.

There is an aspiration for excellence in all aspects of stewarding the College, with a focus on continual improvement but in a manner that is also sensitive to our mission and heritage.

The College is academically semi-selective and known for excellent academic outcomes, as demonstrated by the boys' NAPLAN and HSC results, but academic excellence sits within a holistic education. There is equal focus on our Jesuit-informed pastoral care programs and diverse co-curricular programs. Our mission is integral to our educational programs, including opportunities for the boys to develop their experience and understanding of social justice and service. The Principal will ensure the continued breadth of learning and high level of care, as well as ensuring that the safety of our boys and staff is always paramount, including being committed to a child safe environment at the school and ensuring the current culture of reporting is cultivated and sustained.

As we look to the boys' future needs, we seek to innovate thoughtfully. We have established a new campus at Rozelle for our Year 9 students. St Aloysius' College provides boys with a positive appreciation of modern manhood. The Companions in Learning initiative with Loreto Kirribilli provides meaningful opportunities for students from both schools to work together on a range of projects and activities – academic, co-curricular and social.

Our Principal will ensure that educational excellence remains at the forefront for us, that we are research informed, use data to support our decision making, integrate technology as appropriate and bring a contemporary lens to our pedagogy. The latest stage of our masterplan Plan Magis, will be complete later this year. We have already started to use some of the new Senior School learning spaces and over the next year will be looking to realise their full potential in our approach to teaching and learning.

The current leadership team demonstrates excellence and has highly productive and mutually supportive working relationships with each other. Aloys has a reputation among teachers for its supportive environment, the excellence of our education and the pleasure of teaching our engaged and curious boys. Increasingly, we are enhancing the professional learning opportunities and career pathways of our staff. Working closely with the leadership team, the Principal will ensure that we attract, develop, retain, and recognise the best people. It is this culture which results in our staff regularly "going the extra mile".

As the leader of a substantial enterprise across multiple campuses, the Principal will exercise astute commercial acumen and sound business judgement, ensuring the College's long-term sustainability by careful financial stewardship; providing appropriate risk and compliance management; and ensuring a safe environment for all members of the school community. Efficient and appropriate systems and technology will underpin smooth school operations, and there is more work to be undertaken on optimising these. Reflecting the challenges that all independent schools face, the Principal will work with the Board and the Director of Business Operations to explore strategic initiatives that will bring financial and operational benefits that align with our values and support our desire to ensure school fees remain as accessible as possible.

## **“Our Principal will ensure that educational excellence remains at the forefront for us...”**

Philanthropy is important in supporting the development of our facilities and providing access to an Aloys education for boys whose families would not otherwise be able to afford the fees. The Principal has an important role in encouraging such philanthropy.

While we have strong enrolments, the Principal will ensure that there continues to be a healthy enrolment pipeline, and that the College is known and respected.

Good governance is critical, and the Principal will develop an open and transparent relationship with the Board. Reporting will be informative and aligned with strategic priorities and key risks.

Our Strategic Plan 2021 - 2025, *Human Excellence*, is focused on ensuring that the College's offerings are the best that they can be for boys in the 21st century. In consultation with the Board, the Principal and Leadership Team will have the opportunity to develop the next iteration of our strategy for the future of the College.



# SELECTION CRITERIA

## LEADERSHIP

- A visible, engaged, warm, humble, caring and approachable leader with highly developed relationship-building capacity and excellent communication and listening skills, able to connect with students, families, staff and our wider community.
- Able to develop, articulate and share a compelling vision for the school that aligns with our mission.
- A demonstrated record of leading, empowering and developing high performing teams, enabling each person to fulfil their potential and be united by a shared sense of purpose.

## EDUCATION

- Brings a research-informed and modern understanding of boys' education, teaching and learning excellence, safety and pastoral care, and the professional development of staff. Confident in their own teaching practice and having the capacity to bring thoughtful contemporary educational innovation which aligns with Jesuit pedagogy.

## BUSINESS AND OPERATIONS

- Capable of sustainably leading a substantial educational organisation, bringing strategic business acumen, careful stewardship of finance, risk, compliance, facilities, technology, marketing, enrolments, and people. Experience in philanthropy is advantageous.
- Able to lead the effective development and implementation of strategy and of the masterplan, with delivery of major initiatives and projects to time and to budget.

## FAITH

- To have an active Catholic faith as expressed in belonging to a faith community.
- To be aligned with and supportive of Ignatian spirituality, the Jesuit charism, Jesuit Pedagogy as expressed in *The Characteristics of Jesuit Education* and *The Ignatian Pedagogical Paradigm*, the other Jesuit ministries of the Province (such as Jesuit Mission, the Jesuit Refugee Service and Jesuit Social Services), and of the mission and values of Aloys itself.

## PERSONAL

- Bringing integrity, good judgement, strong ethics, empathy, energy, and humour and being a role model for our community.

**“A visible, engaged, warm, humble, caring and approachable leader...”**

# HOW TO APPLY

For a confidential conversation please contact:

**Jane Harlen** on +61 (0) 2 8905 3711 | [Jane.Harlen@odgersberndtson.com](mailto:Jane.Harlen@odgersberndtson.com) or

**Andrea Ripani** on +61 (0) 3 8375 7445 | [Andrea.Ripani@odgersberndtson.com](mailto:Andrea.Ripani@odgersberndtson.com)

Applications for the role should include the following information:

1. **CANDIDATE STATEMENT**

A brief statement of application (no more than four pages).

2. **CURRICULUM VITAE**

A maximum of five pages covering:

- > Full name, home address, confidential email address and mobile contact details
- > Confirmation of right to work in Australia
- > Positions held, dates, scope of responsibilities and key achievements
- > Details of education and qualifications
- > Any other relevant information, such as involvement in professional and community activities.

3. **REFEREES & DATE OF COMMENCEMENT**

- > Full contact details of three referees whom the consultant may contact. Referees will be contacted only after prior consultation with the candidate. If you are currently or have previously been, employed in a Jesuit College or Companion School you must include as a referee the College Rector, or another Jesuit associated with the College at the relevant time.
- > An indication of when you would be available to start the role.

The preferred method of application is online at [www.Odgers.com/91313](http://www.Odgers.com/91313). All applications will receive an automated response.

Should you be unable to submit your application online, please email it to:

[Andrea.Ripani@odgersberndtson.com](mailto:Andrea.Ripani@odgersberndtson.com)

**The closing date is Sunday 2 June 2024.**

*Applicants will be expected to satisfy child protection screening and adhere to the school's Child Protection Policy. This will include completing the St Aloysius' College Pre-Employment Disclosure Declaration. They may also be asked to undertake leadership and psychometric assessments in the final stage of the process.*

*St Aloysius' College reserves the right to appoint by invitation.*





bag for good

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