



APPOINTMENT OF THE PRINCIPAL NOWRA ANGLICAN COLLEGE

APRIL 2025



The
Anglican
Schools
Corporation



INVITATION FROM THE COUNCIL CHAIR



The Board of the Anglican Schools Corporation and the Nowra Anglican College Council seek to appoint our next Principal, following Lorrae Sampson's announcement that she will retire at the end of this year after 13 years of outstanding leadership of Nowra Anglican College.

Both the Corporation and the College Council are immensely proud of all that has been achieved in the 25 years since the school was founded. Today, it is a vibrant and dynamic learning community offering our 1,170 students an exceptional Christian education that prepares them for life.

Nowra Anglican College's success is underpinned by our focus on being connected to each other and our learning through faith. The school is deeply embedded in the Shoalhaven region and its context. This can be seen in the partnerships we have, in our focus on experiential learning and connecting students with nature, in the natural landscaping, and in our contribution to the wider Shoalhaven community.

What characterises our people is their thirst for learning. Every child is valued and respected as a capable human, giving them the opportunity to explore their potential and find their future paths through a deeply caring environment, whether that is in our Reggio Emilia inspired Preschool, our Junior School with its newly created outdoor learning centre, or our Collegians in Years 11 and 12 studying their chosen academic and vocational subjects. The ongoing professional development of our dedicated staff is essential to the College continuing to flourish.

As we look forward, we are committed to continuing the strategic approach that is serving us so well, embedding what we have started, including our commitment to development of the whole child, our experiential learning focus and our teaching and learning framework; always looking at what we might do better. Reflecting our substantial growth in recent years, we will continue to improve our facilities, as well as hone and refine our systems and processes to ensure they are effective and efficient in supporting optimal learning.

Our next Principal will be connected to and part of our wider regional community, as well as inspiring and leading our staff, students and families. As a passionate educator, they will be committed to excellence and to enhancing learning while bringing our Christian world view to all we do from Preschool to Year 12.

On behalf of my colleagues, I warmly encourage you to consider joining us at Nowra Anglican College.

Bill Shields
Council Chair



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ABOUT NOWRA ANGLICAN COLLEGE



Nowra Anglican College arose out of a vision to see the establishment of a quality Christian, independent school in the Shoalhaven that would be available to everyone.

In July 1999, work commenced on the site. The 'onion' shaped building (previously Nowra Information Centre) was transformed into the College's Administration block, and two classroom blocks, with a total of six rooms were added. The College commenced in February 2000 with 175 foundation students - double the predicted enrolment.

In 2005 the first College students sat the HSC. Since then, our Year 12 Collegians have consistently achieved excellent results, performing well above state average in many areas.

In 2009 the College took over the Bomaderry Community Preschool. This, now 50-year-old early learning centre offers a wonderful learning environment for our youngest students providing an easy and stable transition into school. In September 2010 the College opened its new state of the art, award winning, library, and was allocated \$2.1 million in funding under the *Primary Schools for the 21st Century* program as part of the *Building Education Revolution* scheme.

Today, Nowra Anglican College has over 1,170 students and over 140 full time and casual staff and has established itself as a leading independent school on the South Coast with a strong reputation for its 'whole child' learning focus, warmth of pastoral care, strength in academic results and strong Christian values. We have two Aboriginal and Torres Strait Islander mentors and the College takes part in the AISNSW run Waratah Project. Aboriginal and Torres Strait Islander perspectives are an integral aspect of our College and the wider Shoalhaven community. The College also has a long standing, substantial connection with the local Defence community and a Defence Mentor to support those students and their families.

Nowra Anglican College continues to focus on fresh thinking and innovative practice, with implementation of our Strategic Plan to 2027 "*Growing Together - Connection & Joy*" strengthening our reputation as the foremost school in the region.

GOVERNANCE

The College Council meets regularly and works closely with the Principal to ensure that the vision and mission of the College are translated into practical realities.

The Council oversees:

- Strategic development
- Financial leadership
- Management
- Provision of facilities and resources
- Risk management
- Compliance.

Nowra College is administered by the Anglican Schools Corporation, which caters for the academic, spiritual and pastoral needs of over 19,000 students in NSW, in 18 independent schools, providing education of the highest quality delivered in a nurturing, caring, Christian environment.

The education provided in an Anglican school is characterised by intellectual rigour, openness to ideas and debate, and mutual respect. We have the privilege of helping to shape young people who demonstrate good citizenship, with respect for history and tradition and a strong commitment to the future.



Chair of Council

- Mr Bill Shields

Council Members

- Reverend Simon Chaplin
- Mrs Katrina Eyland
- Mr Tim Johnston
(Chair Finance & Property Committee)
- Reverend Campbell Mackay
- Mr Jeff Reilly
- Mr Bill Rice
- Associate Professor Noelene Weatherby-Fell.

VISION, MISSION AND VALUES

VISION

TO BE A COMMUNITY OF LEARNERS LIVING AND SERVING IN CHRIST'S WORLD.

MISSION

To provide a high-quality Christian education within a welcoming community where all individuals are valued and belong. As a community of learners we strive for excellence, unlocking the potential of each individual, developing confident, active learners who improve their world.

VALUE

RESPECT | COMPASSION | WISDOM

Nowra Anglican College is a respectful community, grounded in Christ's compassion, learning to live with wisdom.



STRATEGIC PLAN 2023 TO 2027

GROWING TOGETHER – CONNECTION AND JOY

The strategic plan with its themes of connection and joy are integral to how we achieve our mission. Through the strategic plan, the College is continuing to build on our strong foundations and reinforce our vision, mission and values. We aspire to develop the whole child, spiritually, academically, physically, socially and emotionally.

THREE FOCUS AREAS

- Fostering Christian Community
- Building Powerful Learners
- Nurturing Wellbeing and belonging.

These focus areas provide a framework for ongoing growth and development. Through them, the College provides support for our students to engage in rich lives now while pursuing the promise of a bright future. If we are connected to Christ and our community, we celebrate together, we share ideas and inspiration, we share a whole connected life. Powerful learning that brings joy and hope is a gift for today and tomorrow. These are built on a foundation of wellbeing - intentional caring for self and others to build emotional muscles to weather and grow through any of life's storms.

In pursuing these three focus areas, we intend to develop the **whole child**. We want our students to be stretched to achieve their best. This can mean high academic performance, excellence in creative activities or trade-based learning, or a combination of these. Strong student success does not just happen in the last year of schooling.

It comes as an accumulation of learning experiences which focus on developing students' literacy skills in reading, writing and speaking. The College places a strong emphasis on all children developing powerful learning skills in written and verbal communication from Preschool to Year 12. We want every student to be well prepared for wherever their next chapter of life takes them and be able to excel in this.

Each of our students is an individual with their own unique character, strengths and areas for growth. In developing them as a whole child, we aim to know them as an individual and encourage them to be confident in who they are, and what they can become. We want them to be help-givers and help-seekers. When they move to the next stage in their lives, we want them to stay connected to our community and to move forwards, ready to connect with new challenges and opportunities, with intent and confidence.

A copy of the current strategic plan can be found [here](#)



OUR APPROACH

WHOLE CHILD, WHOLE SCHOOL, WHOLE COMMUNITY

The College seeks to promote an authentic expression of Christianity in faith which is evident in all aspects of College life. From the academic to creative, from sport to service learning, these are all opportunities to witness the Christian life in all its fullness. This foundation flows into us achieving our mission of providing a high-quality Christian education within a welcoming community where all individuals are valued and belong.

WHOLE CHILD

The College embraces a 'whole-child' approach to education as the basis upon which to build their future success.

Building Learning Power (BLP) is an evidence-based framework that helps our students understand How to learn, not simply What to learn, and is embedded in all learning at Nowra Anglican College. Students also participate in a wide range of experiences and opportunities that develop them as academics, sportspeople, philanthropists, performers and well-rounded contributors to society.

In addition to this, each and every student's wellbeing is strengthened socially, emotionally and spiritually through modelling and mindfulness of language and behaviour, which is further supported through the Pastoral Care framework.

WHOLE SCHOOL

As the Shoalhaven's only Preschool to Year 12 school, we are uniquely positioned to ease their transition through the whole-of-school. This "whole-of-school" experience helps students build learning confidence through the different school stages and provides families with a cohesive experience throughout their years of formal schooling and beyond.

WHOLE COMMUNITY

Our 'whole community' ethos cultivates a community growing together, through shared learning. Our vibrant school community has a focus on 'growing together', with focused events and partnering programs. We communicate with families and the wider community, including our growing alumni community, through our regular updates, newsletters and social media pages.



EARLY LEARNING - PRESCHOOL



At Nowra Anglican College, we see young children as capable individuals, able to explore and investigate the world around them, collaborate with others and express themselves. We acknowledge the unique and important phase of life that is Early Childhood. The early years are particularly significant as it lays the foundation for all future learning and instils a sense of belonging. It is important that children feel that they are capable, competent and valued within the context of their family, our preschool and the community. We acknowledge the critical importance of children, parents and educators as partners in a learning community that promotes the wellbeing, education and development of all children. Our gorgeous Preschool spaces and carefully crafted natural outdoor playgrounds emphasise the value we place on this first stage of learning.

Our program is framed within the Reggio Emilia philosophy and enables educators to embrace the individuality of each child, their family and culture. This philosophy acknowledges our environment as the 'third teacher', recognising the extraordinary potential it has to challenge, provoke and inspire children's learning.

A special emphasis is placed on play-based learning, a context for learning through which children organise and make sense of their social world, as they actively engage with people, objects and representations.

Our preschool operates in two locations, in the Wattle and Gumnut Rooms nearby in Bomaderry and the Banksia Room on campus.



JUNIOR SCHOOL - KINDERGARTEN TO YEAR 6

The Nowra Anglican College Junior School is a place where every student can feel safe, confident and engaged in their learning. The rapport between students and teachers is respectful, mutual and warm, and children here know that they can explore, play, learn and grow, and achieve excellence as they do so.

Our Junior School has a happy, quiet buzz of students working together in light-filled classrooms with ergonomic spaces, clever use of technology and landscaped outdoor play areas

Kindergarten students experience an extensive transition process from the play-based preschool programs they know well, to becoming happy, confident members of the Junior School. Moving from a dedicated K-1 playground space to joining in with the bigger children is carefully managed so that every student feels secure and comfortable.

A strong grounding in literacy and numeracy skills is fundamental to our learning work in Junior School, but equally important is how we equip students to understand themselves and the way they learn, through our *Building Learning Power* framework. Our focus is to grow learners who are adaptable, flexible, and resilient. These qualities lead to them becoming young people who are well equipped to handle the opportunities and challenges of life. Stage 2 students build on this flexibility by focusing on project-based learning, taking time to respond to a real-world question, problem or challenge. They develop independent, self-directed learning habits as they work as a team with both students and teachers.

Year 5 and 6 classes are housed in rooms away from the younger groups, closer to the Senior School, giving more of a 'Middle School' feel to these maturing students. Stage 3 are also the current target of our newly launched enrichment program.

2025 marks the beginning of an exciting journey for Year 5 students at Nowra Anglican College as we launch *'The Hive'* — a dynamic outdoor learning experience designed to spark curiosity, foster collaboration and cultivate a deep connection with God's creation. Our Year 6 leadership program gives every student opportunity to develop leadership gifts and skills, running assemblies, chapels, and other Junior School events. The transition to high school is smooth, with plenty of cross-over events and opportunities to get to know other Senior students and staff.



SENIOR SCHOOL – YEAR 7 TO YEAR 10

The Senior School is where Nowra Anglican College students develop into confident and creative young people who improve our world. Our teachers encourage our students to become critical thinkers, exploring problems, expressing and arguing their viewpoints. As well, they encourage them to be creative and share their ideas. Our supportive and encouraging learning environment helps our students achieve their best results that are demonstrated through consistently strong performances in the HSC.

As a Christian school in the Anglican tradition, the development of character is central to our ethos and daily work. Through our Building Learning Power program, focus is given to positive peer relations, positive behaviours, resilience and restoration.

In our Senior School, students have many opportunities to build skills in leadership and collaboration. This could be through our Leadership opportunities, House activities, fundraising for charities, involvement in Chapel, or outdoor education. Our camp program seeks to foster strong supportive relationships and provide students with challenges in a safe and secure environment.

Students also have the opportunity to participate in many co-curricular and sporting activities. A wide range of clubs and activities take place throughout the week and students have the opportunity to participate in a wide variety of sports. Representative sport is also available, with several pathways to regional, state and national levels. Sporting tours have taken our teams to international destinations such as New Zealand, Singapore and Malaysia.

Those students with an interest in music and drama are encouraged to participate in one of our many ensembles or bands who serve our school with performance at school events. Our school is also well known for producing musicals of a very high standard. These have included Fiddler on the Roof, My Fair Lady, Annie, Oklahoma!, Hairspray, Beauty and the Beast, Les Misérables, Anastasia and this year we are delighted to be heading under the sea with The Little Mermaid.

Service is a big part of student life at Nowra Anglican College. Students have the opportunity to contribute and organise events that support local, national and international charities. Students in Year 10 and Year 11 also have the opportunity to participate in National and International mission trips where they take part in community-building activities that support the poorest members of those societies.



COLLEGIANS - YEAR 11 AND YEAR 12



Collegians have greater input in their choice of subjects so they can start to set future directions for their adult life.

We work with students as they select subjects and options that will be the best fit for who they are, their skills, talents and interests, and what they hope to achieve. Our strategies of providing mentors for each Year 12 student, and our focus on student wellbeing and maintaining high expectations are working to improve our HSC results year after year, with our students flourishing in their attitude, skills and performance.

We understand that achievement and success come in many different forms, and every individual has potential, interests and abilities that are unique to them. We pride ourselves on offering a choice of vocational study options. Our aim is to help every student to achieve their potential, whether in academic success or on a vocational path.

Students typically choose six subjects at the beginning of Year 11 and continue them through Year 12. At the end of the two years, the majority of our students sit the external HSC exams, which serve as a stepping stone to further study or vocational training at TAFE, College or University, so that our graduates are well prepared for the next stage of their education or vocation.

In today's world, most workers will change their profession at least once, if not more, during their working lives. With the rapid pace of technological change and research, our Building Learning Power approach develops our Collegians to be future-ready.

STUDENT WELLBEING



We are intentional and deliberate in equipping students with social and emotional abilities that will stand each child in good stead for the future.

AN EVIDENCE-BASED APPROACH

In education, wellbeing is important for two reasons:

- schooling should not just be about academic outcomes but the wellbeing of the 'whole child';
- students who have higher levels of wellbeing tend to have better cognitive outcomes.

Our approach to wellbeing is inspired by the Building Learning Power framework and the focus is upon developing resilient, relational and reflective young people. We explicitly teach skills, purposefully model qualities and mindfully nurture our students' development so that they will become resilient, connected and positive, able to reframe setbacks, look for solutions and plan their way forward.

CO-CURRICULAR

The College encourages all students to become involved in a wide range of co-curricular activities to encourage connectedness.

MUSIC AND PERFORMING ARTS

Nowra Anglican College recognises the many benefits for students of being involved in the Creative and Performing Arts for cognitive, social and physical development. We take great delight in our drama and music programs, as well as our widely respected school musical that provides a showcase for the broader Shoalhaven community. The College has a strong singing tradition with stage-based choirs from Kindergarten to Year 6. Additionally, in Stage 2, each child learns an instrument through our Instrumental Music program. The College offers many different ensemble opportunities. We have junior and senior orchestras and string ensembles, a Senior Stage Band, Brass Ensemble and Senior Choir. In addition, students can learn a range of instruments in private lessons on campus.

SPORT

Sport helps students grow, learn and enjoy themselves through their school years. The College provides a wide range of sports at an internal school level and representative level. It is an expectation that each student is involved in at least one sport each year. Our major Junior and Senior school carnivals, Athletics, Swimming and Cross Country, focus on competition between our four school 'Houses'. House sport also includes various sporting competitions which run throughout the year. Students may participate in a range of individual and team sports. Representative selection for many sports is through the NSW Combined Independent Schools pathway. Sports include Athletics, Swimming, Cross Country, AFL, Baseball, Basketball, Football, Hockey, Netball, Softball, Tennis and Touch Football. The College has implemented a strength and conditioning program to assist students to achieve highly in their chosen sport.

OTHER ACTIVITIES

The College offers a wide range of other co-curricular activities throughout the year. Students can pursue activities such as Art Club, Social Justice Club, Makerspace, Dig In Christian group, Duke of Edinburgh, Science Club and many more. In addition, Senior School faculties offer drop-in study groups that support student collaboration in key learning areas.





OUR FACILITIES

The College buildings are set within a beautiful natural environment and continues to expand both indoor and outdoor facilities to meet the growing needs of our learning community

INNOVATIVE MASTER PLAN

The College has an innovative Master Plan aligned to its Strategic Plan that encompasses best practices.

Teaching and learning facilities are designed to enhance and encompass our whole-child learning philosophy, with collaborative learning spaces, such as the Multi-Purpose Chapel (MPC), break out collaboration areas, and our light-filled Library.

New and renovated classrooms offer flexible learning environments catering specifically to the needs of the students they serve, from our newly built Junior School classrooms and our refurbished Science laboratories and Mathematics classrooms, to the purpose-built Technology and Applied Science (TAS) building which includes Electrotechnology and Construction workshops and a fully commercial Hospitality kitchen.

We view the environment as an integral part of student learning, and our outdoor settings support our unique regional setting. Our new Junior School program based around The Hive benefits from flourishing garden beds and students are expected to continue to contribute to the development of this space offering input into composting systems, chicken coops and aquaculture set-ups

RELAXED OUTDOOR SETTING

We are proud of the beautiful outdoor spaces and gardens we have designed to provide students with a calm, nurturing environment. We have recently added an Explorer Dome that is well-used in break times and throughout the day. Our Defence Memorial Garden is a peaceful space that serves as a reminder of the strong connections our school community has with the local Navy bases and other armed forces.

Our College Master plan envisions the further development of beautiful spaces that connect the campus from one end to the other.

Recent changes:

- **Stage 1 playground upgrade** – a dedicated space for our younger students which extends to other Junior School buildings
- **Defence Memorial Garden** – a beautiful peaceful space to reflect on the role Defence play within our community
- **Bush Chapel** – a natural setting at the rear of the property used as an outdoor classroom
- **Productive Gardens & Animal Shelters** – used by our Year 5 students as part of The Hive program
- **Explorer Dome** – play equipment that stimulates movement and creativity

THE ROLE

VISION, MISSION AND CHRISTIAN LEADERSHIP

- Continue to develop the Christian and educational character of the College in the context of its local environment.
- Provide spiritual leadership of staff and students including through Christian Studies and chapel worship consistent with the Corporation's Philosophy of Education.
- Work with the College Council and senior staff in continuing to review and further develop the College's Strategic Plan and Master Plan in alignment with the Corporation's vision, mission and strategic objectives.
- Embed a Christian worldview within all areas of the College's operation – strategic planning, management, teaching and learning, student wellbeing and administration.
- Ensure that everyone in the College is valued and recognised as being created in the image of God and uniquely gifted by him.
- Grow in personal faith and be actively involved in a local, bible-based church.
- Uphold The Anglican Schools Corporation's policy on the employment of Christian staff.
- Establish and maintain effective relations with local Anglican parishes and other evangelical Christian churches, as appropriate, whilst encouraging students to join their youth activities.

EDUCATIONAL LEADERSHIP

- Develop and communicate a clear vision and strategy for Christian Education to the whole College community that is aligned with the College's Strategic Plan.
- Provide oversight of all elements of teaching and learning, and student wellbeing across the College, based on best practice, the Corporation's Philosophy of Education and with reference to leading educational research adapted for the education needs of Nowra Anglican College students.
- Promote a culture of high-quality learning outcomes with support and celebration of individual student achievements within the NESA approved academic and vocational programs.
- Create and sustain a culture that values strong learning communities and apply a contemporary understanding of how students learn.
- Embed a culture of collaboration amongst the staff and promote and support continuous professional development for all staff.
- Maintain and apply knowledge of educational leadership theory and practice.
- Contribute to the wider Anglican Schools Corporation learning community by supporting colleagues to share knowledge with other schools and creating opportunities for this to be achieved.
- Create and maintain a culture that focuses all teaching staff on improving student learning outcomes.

OPERATIONAL LEADERSHIP

- Oversee the management of the College including human, physical and financial resources effectively and meet the accountability requirements on all levels.
- Provide regular information to the College Council and other stakeholders, including performance reporting to support good decision making, and in accordance with the College Council and Board or Board committee requirements.
- Develop and refine appropriate, fair and transparent systems for managing performance of all staff.
- Ensure the College's systems, organisation and processes are fit for purpose and aligned with the College's strategic objectives and comply with all legislative requirements including WHS, child safety, State and Commonwealth reporting matters, teacher accreditation, school registration and human resources.
- Continue to develop and refine the College risk management framework and processes in line with the Corporation risk management framework.
- Inform the planning for future cohorts at the College, including master planning and site management.
- Deliver a physical learning environment that is optimal for students to flourish, within the available resources.
- Provide efficient and effective management of the resources of the College, operating within budget and with support from the Corporation's Group Office.

PEOPLE LEADERSHIP

- Build, develop and support a high-performing senior leadership team, including mentoring of high-potential College leaders.
- Identify emerging talent and distribute leadership responsibilities appropriately throughout the College.
- Create a culture where all staff are motivated, supported and take ownership of their professional development.
- Ensure all staff are fully accountable for their teaching standards, professional conduct and behaviour.
- Maintain an effective executive structure to manage the day-to-day College operations.
- Ensure good communication and high morale with, and between, staff members.
- Establish and invest in strong relationships with parents and other stakeholders, including Alumni.
- Establish good communications and a strong working relationship with the College Council.
- Present the profile and character of the College with positive publicity in the media and through appropriate publications and events with a view to ensuring community support for the College, attracting students and promoting the Christian faith.



SELECTION CRITERIA

LEADERSHIP

- Demonstrable experience in strategic and visionary leadership at senior executive level in a school, including leading people in the achievement of excellence, managing change and building high-performing teams.
- A record of being a highly visible and inclusive leader who is an accomplished communicator, creating strong and productive relationships, within the school community and in the local and wider regional community.

EDUCATION

- A passionate and student-focused holistic educator who encourages continuous improvement and the implementation of contemporary evidence-based teaching and learning practices that add value for each child, enabling them to achieve optimal outcomes whatever their abilities or aspirations in academic, wellbeing and co-curricular domains.
- Demonstrable experience in creating a flourishing and caring learning community that supports staff and students.
- Confident in their own classroom practice and with a record of empowering staff at all levels and in all areas to be the best they can be through their professional development, opportunities to lead and clarity of direction.

CHRISTIAN FAITH AND COMMITMENT TO MISSION

- Demonstrated expression of an authentic personal Christian faith, together with active involvement in a bible-based church fellowship and demonstrated ability to exercise Christian spiritual leadership of, and effectively communicate the Christian Gospel to students, staff and parents, in accord with the Anglican Schools Corporation's objects as set out in the Corporation's Ordinance.

OPERATIONS AND GOVERNANCE

- Demonstrated understanding of the governance, regulatory, legislative and financial aspects of running a school enterprise, and proven experience in day-to-day operations.
- Previous experience in positioning and marketing a school within its local community to support enrolments would be advantageous.
- Proven partnership approach, alongside a demonstrated understanding and commitment to fully engage with the Anglican Schools Corporation community, including reporting to, and receiving guidance from the College Council, the Board of the Corporation and its committees.

HOW TO APPLY

For a confidential conversation please contact:

Jane Harlen on +61 3 8375 7424 | Jane.Harlen@odgersberndtson.com or

Sophie Malone on +61 2 8905 3703 | Sophie.Malone@odgersberndtson.com

Applications for the role should include:

1. CANDIDATE STATEMENT

A brief Statement of Application (no more than four pages) outlining what you feel you would bring to this role, what you would expect to accomplish and reflecting on your past experience in the context of the selection criteria on page 23.

2. CURRICULUM VITAE COVERING

A maximum of five pages covering:

- Full name, home address, confidential email address and mobile contact details
- Nationality and citizenship or 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

- Full contact details of three referees whom the consultant may contact. Referees will be contacted only after prior consultation with you.
- An indication of when you would be available to start the role.

The preferred method of application is online at www.odgers.com/93358. All applications will receive an automated response.

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

Sophie.Malone@odgersberndtson.com

The closing date is Tuesday 20 May 2025.

CONSIDERATION OF APPLICATIONS

- A Selection Committee, including members of the Board and the CEO of the Anglican Schools Corporation and members of the Nowra Anglican College Council, will select, assess and interview candidates.
- Odgers Berndtson will handle all expressions of interest and formal applications in confidence and will support the work of the Selection Committee.
- Under child protection legislation the Anglican Schools Corporation requires a NSW Working with Children Check of the preferred candidate.
- Shortlisted candidates will be required to participate in an assessment centre which will include psychological assessments.
- The preferred candidate may be required to undergo a medical examination at the expense of the Anglican Schools Corporation.
- The Anglican Schools Corporation reserves the right to revise the information set out in this document at any time prior to making an appointment, or not to make an appointment.
- Applicants must have the right to live and work in Australia.



THE ANGLICAN SCHOOLS CORPORATION

The Anglican Schools Corporation is an incorporated legal entity constituted under an Ordinance of the Synod of the Anglican Church Diocese of Sydney.

The Ordinance (in effect, the governing document of The Anglican Schools Corporation) may be found on the [Sydney Diocesan](#) website.

It is recommended that applicants acquaint themselves with The Anglican Schools Corporation Ordinance, and particularly the Objects set out in Clause 3.

The Anglican Schools Corporation is governed by its Board, which exercises all the powers and authorities granted to the Corporation. The members of the Board are, in varying numbers, elected by the Synod of the Anglican Church Diocese of Sydney, appointed by the Archbishop of Sydney, or appointed by the Board itself.

Mr Philip Bell OAM is the Corporation Chairman. The Board is the overriding governing body for Nowra Anglican College, and all other Corporation schools. The Board appoints the Principal as well as each College Council member, including the College Council Chair, of each of the Corporation schools.

The Nowra Anglican College Council oversees the operations of the school under delegated authority from the Board of the Corporation, and in accord with Board policies. The Principal reports to the College Council in that capacity. Applicants are encouraged to acquaint themselves with specifics of the College through its website <https://www.nac.nsw.edu.au>

The Anglican Schools Corporation provides each of its schools, and school councils, with shared services and executive services through its Group Office, which is located in Hurstville. Group Office, which also reports to the Board, provides executive and strategic support, financial planning, accountancy, IT, risk management, legal, governance and administrative services – such as payroll, student invoicing and fee collection and payment of creditors. It also manages relationships with government funding authorities and financial institutions and coordinates the undertaking of major capital works projects across the Corporation schools. The services provided by Group Office allow the Corporation Principals to focus on the provision of quality Christian education in the schools which they head.

The Chief Executive Officer of the Corporation, Mr Peter Fowler, reports to the Board and works directly with school council chairs and principals in matters relating to the governance of the Corporation schools, as well as operating the Group Office.



The
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