



**Santa  
Sabina  
College**

# COLLEGE PRINCIPAL 2026

Appointment of College Principal





**Santa Sabina College**, established by the Dominican Sisters in 1894, is an Independent Catholic Dominican school educating boys P-4 and girls P-12.

Two campuses are located across eight hectares in Strathfield in Sydney's multicultural inner west. Our outdoor education campus, Tallong, is located on 97 hectares in the Southern Highlands.

The College is one of six Ministries owned by Dominican Education Australia (DEA). While the Trustees of DEA oversee the governance and policies administered by the Board of Santa Sabina College as a Dominican Education Ministry, the Directors of the Santa Sabina College Board oversee the management of the business of the College and ensure that the tradition and values of the Dominican Sisters continue to flourish.

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## CONTACT INFORMATION

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## INVITATION

With our Principal Paulina Skerman's move to Marymount International School Rome in the middle of 2026, after six years of highly successful leadership at Santa Sabina College, the College Board seeks to appoint our next Principal.

Santa Sabina offers an exceptional holistic education that nurtures our students spiritually, provides them with stimulating opportunities for academic growth and exploration, and cares for their wellbeing. We are proud of our deeply connected community and of the inclusive values that unite us; everyone can find their place at Santa Sabina.

We celebrate our history and traditions, while looking to the future. As we steer the College through these changing times, our actions and decisions are guided by our Dominican values and inspired by the remarkable founding Sisters of the College. Our focus is always on the students and best preparing them for their lives long after school.

The last five years have seen significant transformation at Santa Sabina and the Board is keen to continue this trajectory. Our next Principal will inherit a school that has a clear strategic intent, a determination and capacity to realise our Master Plan, aspirations to enhance our learning spaces, and remarkable teachers and staff who offer our young people an outstanding contemporary education, ensuring that they will flourish in the world ahead of them, acting with justice and compassion.

We look forward to welcoming our next Principal to our beautiful community and to working together to ensure the continued success of the College.

**Mrs Kitty Guerin OAM**  
*Chair, Santa Sabina College Board*



## OUR IDENTITY

Santa Sabina College educates students for a life of faith, integrity and truth. Our students are formed with the 800 year old Dominican commitment to justice, truth, reconciliation and compassion, always encouraged to be responsible for making the world a better place and embracing the future with hope. At Santa Sabina, every aspect of education and daily life is underpinned by the four Dominican Pillars – Prayer, Study, Community and Service – guiding our students to grow intellectually, spiritually and compassionately.

Santa Sabina College is committed to the promotion of and education for justice, to personal excellence, to the development of leadership and the growth of the individual within a community setting. This commitment is reflected in all aspects of the life of the school. We believe that education enriches and empowers the individual, that it is a continuous process that reaches beyond schooling.

The Mission of Santa Sabina College is to educate students to achieve personal excellence, to act with justice and compassion, and to embrace the future with an optimistic global vision.

Our curriculum is student-centred, dynamic, intellectually challenging and diverse in order

to respond to student needs. We promote an appreciation of the aesthetic and a love of learning for its own sake. Collaborative partnership between parents, staff and students is highly valued.

Our approach to the whole education process emphasises the value and dignity of the individual. We promote self-esteem, self-discipline, responsibility and leadership. We are an International Baccalaureate (IB) World School, offering the choice of the IB Diploma Programme (IBDP) or HSC in Years 11 and 12.

Within our Catholic tradition, we are a Christian faith community recognising that each member is on an individual faith journey. Individuals are given the opportunity to share, celebrate and grow in their faith and to know, experience and foster God's Kingdom now. Intrinsic to this is the centrality of Jesus Christ in the context of our times.

Our awareness of our interdependence as members of our multicultural community and the world community challenges us to take risks and initiatives, to have a sense of service, to act positively to ensure an optimistic global vision and to act with justice and compassion.



## OUR HISTORY AND TRADITION

In 13th century Europe, amidst turmoil, heresy, conformity and fear, Dominic de Guzman challenged the status quo, took risks, departed from the tradition of monasticism, encouraged learning and founded his Order of Preachers. St Dominic, the founder of the Dominican nuns and friars, chose *Veritas* – Truth, as the motto for his new religious order. He challenged his followers ‘to contemplate and share the fruits of their contemplation.’ The beginnings of the Dominican educational philosophy were established.

In 1867 a band of Irish Dominican women, continuing with the ideals, beliefs and values of their founder, took the great risk of leaving their beloved Ireland to establish the first Dominican foundation in Australia – Maitland, NSW. During the next 20 years several other foundations were established throughout NSW. In 1894 a pioneer group of Sisters left Maitland to establish Santa Sabina, at Strathfield.

The founding Sisters of Santa Sabina provided for their students an education based on the Gospels and the spirituality and philosophy of Dominic. The school community today acknowledges the pioneering role played by these women in creating

an educational environment of excellence and challenge.

The College began as a boarding school for girls in secondary years, quickly integrated day students and later added the Primary Years – Santa Maria del Monte – for boys and girls. Boarding ceased in the 1970s. The College created an Early Education Centre – Mary Bailey House – in the 2000s and in 2025 the College leased one of its substantial buildings to St Lucy’s School for students with special needs. This satellite campus has a current enrolment of one Kindergarten class with plans to expand. Santa Sabina graduates remain connected to the College community throughout their professional and personal lives.

For more than 130 years, the members of the school community have carried on in the spirit of the founding Sisters, so that Santa Sabina has gained a reputation as a leader in Catholic education. We hope, with the founding Sisters, that the values learnt by our students will be carried beyond the school and that our graduates will be people of integrity, independence, courage and creativity, who will work for justice in the world – a world now in the 21st century.

## GOVERNANCE AND LEADERSHIP

Santa Sabina is an independent Catholic Dominican College which is jointly owned by Dominican Education Australia (DEA) and managed by an incorporated board in keeping with policies of DEA. DEA was established by the Catholic Church on 28 January 2015 and launched in August 2016. Prior to 2024, it exercised oversight of Santa Sabina College and other educational ministries that were previously the responsibility of the three founding Congregations of Dominican Sisters. In 2024, 130 years after first establishing Santa Sabina College, the Dominican Sisters took the final step in their evolving relationship with the College. They transferred ownership of the buildings and land on both sides of The Boulevard in Strathfield to Santa Sabina College and Dominican Education Australia (DEA). The transfer of property to DEA and the College signified the Dominican Sisters' move from a role of governance and responsibility to one of accompaniment. Santa Sabina's incorporated Board ensures the College's Catholicity, fidelity to the Dominican charism, formation of Board members, excellence in teaching and learning and financial stability.

Annual General Meetings are conducted and statutory reports are provided. The Board of the College has a strong commitment to preserving and fostering the Dominican ethos and values upon which the College was founded.

The Principal of the College is the Chief Executive Officer to whom the Board delegates responsibility for the day-to-day management of the College and its enterprises.





**Directors of the Board**

Kitty Guerin OAM

**Board Chair**

James Coyne

**Deputy Chair and  
Chair of Property Committee**

Damien Abdallah

**Chair of Finance Committee**

Dennis Vaccher

**Chair of Risk Committee**

Jonathan Kearns

Dominique Marturia

Catherine Bray

## OUR COLLEGE COMMUNITY

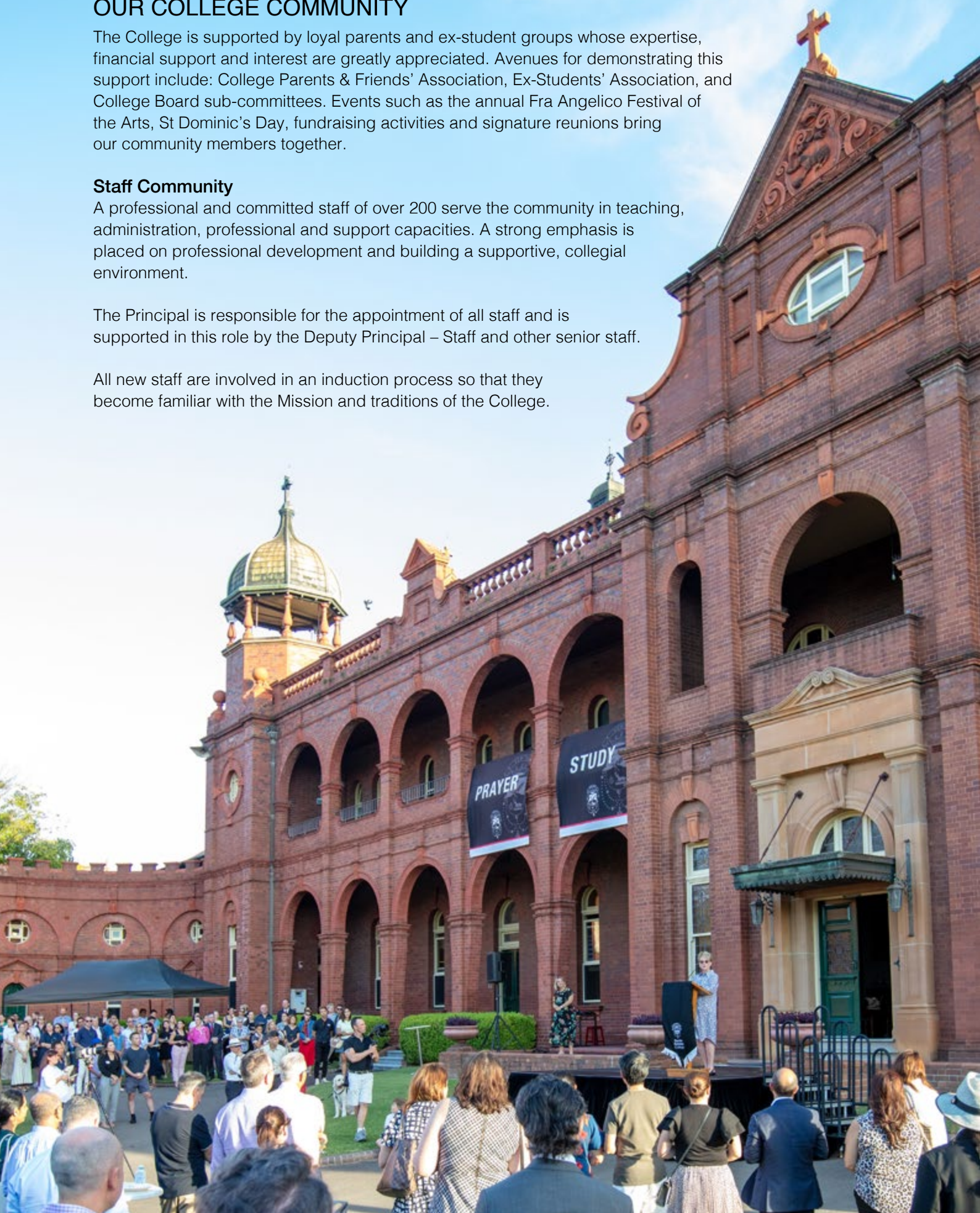
The College is supported by loyal parents and ex-student groups whose expertise, financial support and interest are greatly appreciated. Avenues for demonstrating this support include: College Parents & Friends' Association, Ex-Students' Association, and College Board sub-committees. Events such as the annual Fra Angelico Festival of the Arts, St Dominic's Day, fundraising activities and signature reunions bring our community members together.

### Staff Community

A professional and committed staff of over 200 serve the community in teaching, administration, professional and support capacities. A strong emphasis is placed on professional development and building a supportive, collegial environment.

The Principal is responsible for the appointment of all staff and is supported in this role by the Deputy Principal – Staff and other senior staff.

All new staff are involved in an induction process so that they become familiar with the Mission and traditions of the College.





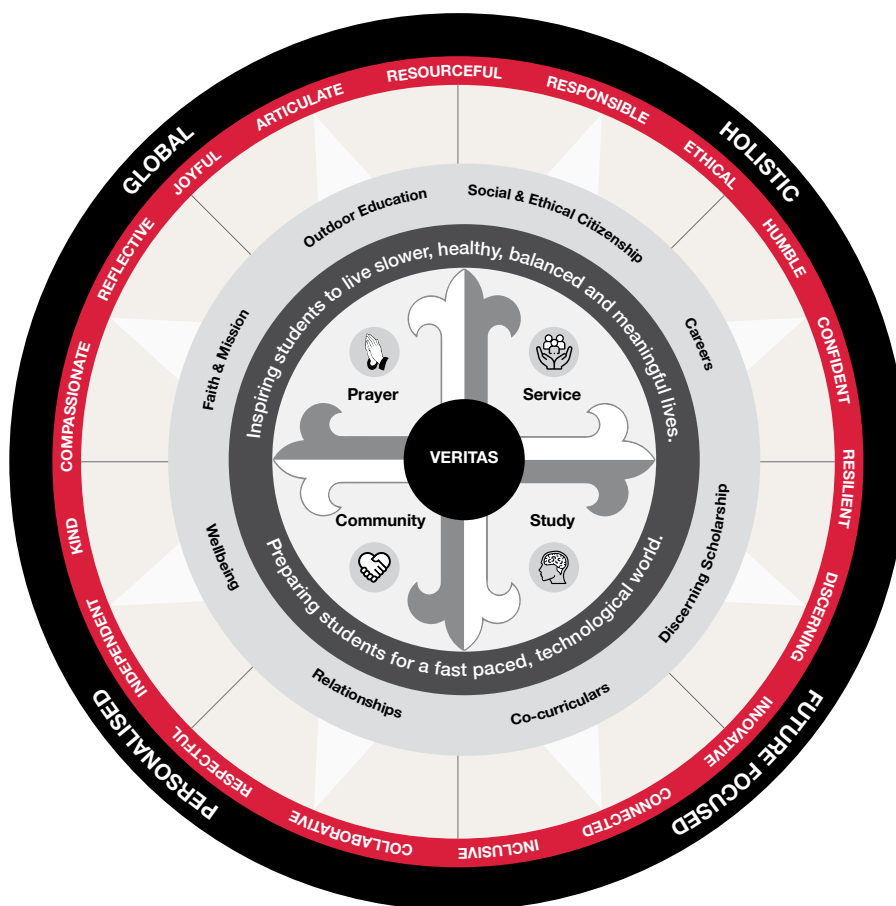
# INTERNATIONAL BACCALAUREATE WORLD SCHOOL

Santa Sabina College is one of the few schools in Sydney offering the IBDP.

The International Baccalaureate® (IB) offers a continuum of international education. The programs encourage both personal and academic achievement, challenging students to excel in their studies and in their personal development.

## OUR VISION FOR LEARNING

Our Holistic Learning Framework sets out our vision for learning.



In educating our students at Santa Sabina College, we adopt a distinctive and holistic P-12 approach to philosophy, planning, implementation and evaluation of classroom curriculum, assessment and reporting. A College Curriculum team, led by the Deputy Principal Teaching and Learning, ensures that continuity of learning is fostered across all curricula within the College.

## THOMAS AQUINAS SCHOLARS PROGRAM

Gifted and high potential learners are supported and challenged by The Thomas Aquinas Scholars Program. Inspired by the greatest Dominican scholar, St Thomas Aquinas, the program fosters academic achievement, creative thinking and personal growth in an inclusive and supportive setting, nurturing lifelong learning and meaningful contributions to society.

## EXCEPTIONAL PARTNERSHIPS

In recent years the College has established significant partnerships with educational institutions and programs to benefit our teaching and learning programs.



**MARY BAILEY HOUSE, OUR EARLY EDUCATION CENTRE** caters for children from six weeks to five years old. The Centre has 41 places per day and is the work-based education and care service of the College. The program at Mary Bailey House reflects both the practices of the Reggio Emilia experience and the Early Years Learning Framework.



**THE PRIMARY YEARS, ALSO KNOWN AS SANTA MARIA DEL MONTE**, at 59 The Boulevard, caters for girls and boys Prep to Year 4. The current enrolment, P-4, is 334. All Key Learning Areas are taught as mandated by NSW Education Standards Authority, as well as Religious Education, and there is a strong emphasis on literacy and numeracy acquisition in the early years. Our educational program focuses on the development of the whole child. Strategies such as small group instruction, differentiated learning tasks, subject acceleration and open-ended challenges cater for individual differences. Specialist teachers provide learning support and curricular and co-curricular enrichment in languages, music, PE, technology and sport. A strong partnership has developed in the transition years, and offers a rich, relevant and holistic curriculum. between school and home through active communication structures and parent involvement.

Students in Years 3 and 4 can participate in the St Dominic the Adventurer Award, which emphasises nature play, outdoor skills and service. Through this program, students develop various skills and work towards earning their badges in Prayer, Skill, and Service.

Our Prep children engage in rich, holistic learning experiences that address Early Stage One Learning Outcomes. We are committed to supporting the cognitive, social, emotional, physical and spiritual development of each child.



**GIOIA HOUSE** is on the Secondary Campus at 90 The Boulevard, catering for girls in Years 5 and 6. The current enrolment is 166. The girls prosper in their own bespoke 'tween' precinct, a learning environment where hard work feels like play – where diversity is recognised, expertise respected, and capacity for learning optimised. There is a strong focus on Pastoral Care and wellbeing programs. Our staff grow the Gioia House students to be strong, capable and resilient. We know that girls thrive when they feel valued, connected and aspire to achieve personal excellence. They partner with experts to investigate water quality, tinker with robots, and play alongside professional musicians. Their learning spills out of the classroom into exhibitions and performances. Student-driven teams lead projects within and beyond the curriculum including social justice, the environment and media.



**THE SECONDARY CAMPUS** is also home to the girls of Years 7-12, where the current enrolment is 866. A rich and diverse learning environment fosters the achievement of personal excellence and caters for individual needs and interests. A wide range of courses is offered across Stages 4, 5 and 6. In 2026 our inaugural Tallong Winter Academy will commence with a group of Year 9 students immersed in a three-week residential adventure at Tallong encompassing academic enrichment, outdoor education, wellbeing initiatives and hands-on life skills designed to spark independence, leadership and resilience. In Year 10, students participate in our Encounter program, which includes outreach, adventure, career development, future-proofing, leadership and formation. Students have the option of completing either the HSC course in Years 11 and 12 or the International Baccalaureate Diploma Programme. The Diploma Programme aims to develop students who have excellent breadth and depth of knowledge – students who flourish physically, intellectually, emotionally and ethically. Our young women are equipped with the values and skills for life-long learning and success. Consistently outstanding HSC and IB results are celebrated. Signature programs add unique benefits for Santa Sabina students. Our Career Women's Network provides mentorships, work experience and informative events. Our Introduction to Medicine/Dentistry Program demystifies course entry requirements for undergraduate medicine and dentistry with tips for success in the UCAT exams. Our aim is for our students to graduate from Santa with a confident and critical understanding of themselves as individuals and as learners.



**TALLONG OUTDOOR EDUCATION CENTRE**, our Retreat, Conference and Outdoor Education Centre on 97 hectares in the NSW Southern Highlands, offers a variety of activities to support curriculum-based programs and to encourage students' interest and confidence in physical activity. Santa Sabina students in Years 3-9 use Tallong for a sequential program of Outdoor Education. Retreats are held there for students in Years 11-12. External groups book the facility for educational purposes, and a variety of Dominican and school community groups make use of the excellent facilities and beautiful setting. Tallong is close to Moreton National Park and provides lodge and unit accommodation for up to 150 guests. It has a main conference area, workshop spaces and meeting rooms. High and low ropes courses, canoeing and mountain bikes provide an excellent focus for outdoor activities. Other activities such as the parent/child weekend organised by the P&F Association take place at Tallong.



**OUT OF SCHOOL HOURS CENTRE**, located on the Primary Campus, provides out of school hours care from 7:00am to 8:30am and from 3:15pm to 6:00pm on school days, and vacation care from 7:00am to 6:00pm during holidays and on pupil-free days.

## ACADEMIC RECORD

The College is non-selective in its enrolment yet performance in external testing areas across all years has been consistently strong. Our 2024 HSC results identified areas of excellence including Visual Arts, Biology, Music, Italian, Design and Technology, English Extension 2 and History Extension. Almost 20% of students achieved an ATAR above 95. With the highest percentage of IB scores above 44 in NSW (on release of results) Santa Sabina was the top IB school in NSW. This was only our fifth cohort to sit the IB.

Our three duxes all received perfect IB scores of 45 and ATARs of 99.95. Our IB students continue to outperform global benchmarks, with Santa Sabina's 2024 average of 37 (ATAR 93.3) compared to the global average of 29.20. Santa Sabina College was ranked 55th in NSW, incorporating HSC and IB results. Our average ATAR across the HSC and IB was 85.

The work of Santa Sabina College students is regularly nominated for HSC showcases including Encore, OnStage, ARTEXPRESS, Textstyle and Shape. In 2024, 12 exceptional works of Visual Arts,

Design & Technology, Music and Textiles & Design were nominated. One work was ultimately selected for the ARTEXPRESS exhibition, one work for Shape and one work for Textstyle.

Ex-students are also exceptional achievers. Joint Australian of the Year 2024 Professor Georgina Long AO, an outstanding medical pioneer transforming the treatment of cancer, is from our Class of 1988. Recently retired Australian Chief Scientist Dr Cathy Foley AO PSM is from the Class of 1975. Renowned composer Elizabeth Younan, Class of 2011, is currently the first Australian woman admitted into the prestigious postgraduate program at Philadelphia's Curtis Institute of Music and only the second composer to be accepted. She was awarded a full scholarship for this. Another recent example of an exceptional ex-student is Ashleigh Barnes from the Class of 2011 who was 2017 NSW Rhodes Scholar and one of only 10 female recipients in NSW history at the time. These and so many other ex-students remain committed members of our community as staff members or guest speakers at significant occasions, including Speech Night in Sydney's State Theatre.



## PASTORAL SERVICE AND WELLBEING PROGRAMS

### Religious Education

Santa Sabina College is a Christian faith community in the Catholic tradition. Through the Religious Education class program, liturgical celebrations, prayer, reflection days and outreach days, students are encouraged to learn about their faith tradition and are challenged to respond through action within the College community, the Church and the wider community.

### Service and Social Justice

The College Mission Statement and policies, which serve to give expression to the Gospel values, emphasise the priority of ongoing education for justice in our curriculum programs, practices and structures as well as within the wider community. A Social Justice Framework is used as the basis for implementing education for justice. Immersion programs within Australia and overseas provide students and staff with opportunities to experience life in different communities associated with Dominican ministries which support marginalised people.

### Pastoral Care and Wellbeing

We choose for our students to enjoy an holistic education, one that advances the whole person. We aim to provide an environment that develops responsibility and resilience where students gain self-awareness and manage self-regulation. We nurture this development by exposing students to a broad range of co-curricular and outdoor educational experiences while delivering an evidence based wellbeing program to help students flourish.

The value and the dignity of each individual is emphasised in an approach to the education of young people, which is holistic in nature. The promotion of self-esteem, self discipline, responsibility and leadership is central to this.

In the Primary Years, the Pastoral Care program aims to build a sense of connectedness, belonging and teamwork. It provides time for the school community to reflect and develop spiritually using meditation, quiet reflection, journal writing, sharing a story, listening to music and prayer.

Our Santa Strong Wellbeing Program is embedded in every aspect of school life, supporting students to develop emotional intelligence, resilience and confidence from their earliest years.

With dedicated psychologists, therapists, wellbeing staff and evidence-based programs, we ensure students are nurtured in a safe, inclusive and empowering environment. Whether it's through pastoral care, student leadership, outdoor education or co-curricular activities, our goal is to help every student feel grounded, connected and ready to thrive.

In Gioia House, the wellbeing program allows for intellectual development and personal growth to occur in a stable, small community that promotes mutually respectful relationships with peers and teachers, and a sense of connectedness within the school community.

A unique program for Year 7 starts with orientation activities that commence before the academic year opens. During their first week at school, students engage in team-building exercises designed to promote friendship and familiarity with the people and facilities of their new environment. In their first month, they spend three days together at Tallong, fostering bonds in a residential setting. Throughout their first semester, they have dedicated Homerooms, allowing them to adjust fully before integrating with older students.

In the Senior Years, the focus of the program is on relationships, wellbeing, values education, skills for living and encouraging all students to achieve their personal best. The basis of the strong pastoral system are the six Houses from which develop the 48 Homerooms. Students meet daily as a vertical Homeroom of 20-22 students from Years 8-12. This allows for positive interaction and mentoring between students of all Year groups.



## STUDENT LEADERSHIP

Upholding the Dominican Pillar of Service, the development of leadership skills is given high priority at the College. Our leadership programs aim to foster shared leadership as a responsibility of the entire community. Leaders are elected by their peers in each section of the College – Primary Years, Gioia House and Senior Years – for a range of representative leadership positions.

A wide variety of co-curricular activities appropriate to students' stages of development are offered from Prep to Year 12. The following areas represent the major categories:



## CO-CURRICULAR OPPORTUNITIES

### Music and creative arts

A wide range of music is offered P-12 and students at all stages participate in the choir, band, ensembles and orchestra. The College excels in music and choral education. National and international performance opportunities are arranged for the choirs and orchestra and local concerts take place in Sydney's most renowned venues including the City Recital Hall, Sydney Town Hall and St Mary's Cathedral. More than 60 full time and peripatetic teachers provide private on-campus tuition in instrumental music and speech. The College is in partnership with the Sydney Youth Orchestras who practise on site and provide opportunities for our students. Drama ensembles provide students with enjoyment and opportunities to develop skills and confidence and we have traditional links with other schools in staging musical and plays.

## **Sport**

The College has a very significant involvement in co-curricular sport. Sport is directed by the Director of Sport who has a P-12 role. Santa Sabina is a member of a number of independent and Catholic sporting associations, both secondary and primary. More than 20 sports are played and supported, from netball and hockey to snowsports to our newest addition to the program, fencing. Our Athletics and Swimming Carnivals take place at the nearby Sydney Olympic Park.

## **Debating and Public Speaking**

Debating and Public Speaking are strongly supported by the College with active participation for students from Year 4 onwards. The College is a member of the Catholic Schools Debating Association as well as a number of independent schools' networks.

## **Outdoor Education**

Outdoor Education opportunities are coordinated by the Outdoor Education Coordinator and enable students to develop an appreciation of the environment and to develop physical fitness and confidence. Many students achieve accreditation in Duke of Edinburgh's International Award.

## **Enrichment activities**

Extension activities are organised and encouraged for relevant students by the Dean of Gifted Education and specialised teachers. We host robotics tournaments and other activities eagerly attended by other leading schools. Santa Sabina is currently experiencing significant success in state and national competitions, especially in coding, robotics, mathematics and science.

## **Clubs and activities**

Students on all campuses enjoy a wide range of activities such as chess, titration, cooking, gardening, art, Arabic, boxing, yoga and so on. Many of the activities are run by staff, and participation by students is enthusiastic.





## COLLEGE LOCATION AND FACILITIES

The Primary and Secondary Campuses, Mary Bailey House Early Education Centre, Out of School Hours Centre (OOSH) and St Lucy's @ Santa are all situated at Strathfield, on the eastern and western sides of The Boulevard, approximately 500 metres from Strathfield Railway Station. The campuses are conveniently linked across The Boulevard by a public overbridge. The Chapel, sporting, music and creative arts facilities enable many aspects of College life to occur on the premises.

Stage 1 of our Master Plan began in 2025 with the construction of our Rosary Garden, rotunda and new playground on the Primary Years Campus. The Master Plan continues with the construction in 2026 of a new Sports and Aquatic Centre with outdoor swimming pool, revitalised playing fields, triple court indoor facility, basement car park and Catherine's Garden. The building will have dual functionality for

sport and school gatherings and will seat up to 2000 people.

Two residential communities of Dominican Sisters are located within the grounds of Santa Sabina College. The Administration Centre of the Dominican Sisters of Eastern Australia and the Solomon Islands occupies Rosary Lodge, also within College grounds.

The Tallong Campus is situated on 97 hectares of beautiful bushland in the Southern Highlands.

## FINANCIAL INFORMATION

The annual turnover for 2024 was \$48.3 million. The College currently has an SES funding level of 115, receiving funding from the NSW and Commonwealth governments.



## ROLE DESCRIPTION

### Position Overview

The Principal of Santa Sabina College reports to the College Board (Board), and is responsible for the overall leadership, management and strategic direction of the College. The Principal ensures the delivery of high quality education in line with the Dominican tradition, fostering a culture of academic excellence, spiritual growth and social justice.

### 1. Leadership and Vision

The Principal shall:

- provide visionary leadership of the College community, promoting the mission and values of Santa Sabina College
- develop and implement strategic plans to achieve the College's goals and objectives
- foster a culture of continuous improvement and innovation in teaching and learning
- serve as the primary liaison between the Board and College staff, while recognising that the Company Secretary may also engage directly with the Chair and Board Directors.
- be an ex-officio member of all school management committees and working parties
- keep themselves informed of educational, political, economic and social trends likely to affect the College
- provide regular reports and insights to the Board to inform governance decisions and strategic planning
- establish and maintain accountability structures that support transparent decision making and performance evaluation

- contribute to the development and implementation of College policies in consultation with the Board and relevant Stakeholders
- collaborate strategically with the Board to ensure alignment between governance and operational priorities.

### 2. Spiritual and Pastoral Care

The Principal shall:

- serve as the faith leader of the College, embodying and promoting the Dominican Catholic identity and mission of the College in all aspects of school life
- promote the Dominican ethos and values throughout the College community
- lead and support the College's religious education, liturgical life, and pastoral care programs, fostering a vibrant faith community rooted in Dominican values
- lead initiatives that foster social justice and community service.

### 3. Child Safeguarding

The Principal shall:

- build and maintain a College culture where the safety of all members, especially students, is safeguarded
- promote an inclusive and culturally safe community which celebrates diversity and difference and which promotes the participation and empowerment of students to feel safe and be safe





- ensure the College has a range of policies and practices in place for keeping students safe from harm – on campus, online and in other locations where College activities occur
- ensure pre-employment screening of staff and appropriate training for staff to fulfil their legal, professional and moral responsibilities pertaining to child safeguarding
- work in partnership with families and community agencies to reduce or remove risks to the personal safety and wellbeing of students
- ensure timely reporting and response to child safeguarding concerns in accordance with legal and ethical obligations.

#### 4. Educational Excellence

The Principal shall:

- ensure the delivery of a rigorous and engaging curriculum that meets the needs of all students
- champion innovative teaching practices and curriculum development that reflect contemporary educational research and student needs
- promote high standards of academic achievement and student wellbeing, allowing attainment of their highest achievable academic outcome
- support professional development for all staff to enhance teaching practices and student outcomes.

#### 5. Community Engagement

The Principal shall:

- build strong relationships with students, parents, staff, ex-students and the wider community
- represent the College at public events and in professional associations
- encourage active participation in the College's co-curricular and extracurricular programs
- ensure that the College's expectations of staff and students are clearly articulated and that the standards and values of the College are maintained.



## 6. Operational Management

The Principal shall:

- oversee the effective management of the College's resources, including finances, facilities and human resources to support the curriculum and sustainable development of the College
- lead strategic planning processes and monitor performance indicators to ensure alignment with the College's mission and goals
- oversee the development, implementation and monitoring of the school's budget in collaboration with relevant stakeholders, ensuring financial decisions reflect sound stewardship, transparency and accountability
- design and execute strategic initiatives that position the school as a leading choice within the education sector, with a clear focus on building and sustaining a strong enrolment growth pipeline
- ensure the College's property, buildings, grounds and equipment are used properly, safely, efficiently and effectively
- ensure compliance with all regulatory, legal and accreditation requirements of statutory authorities, DEA and Catholic education authorities
- implement policies and procedures that promote a safe and inclusive learning and work environment.
- lead proactive recruitment strategies to attract skilled and values-aligned educators and support staff

- implement staff retention strategies, including mentoring, recognition, and career development pathways, ensuring workforce planning aligns with current and future school needs
- implement and monitor appropriate risk management systems and controls, including appropriate financial management systems
- develop and maintain effective processes for communicating with all key groups in the College community
- ensure comprehensive development and review of the College's policies and procedures
- appropriately delegate authority and responsibilities whilst maintaining oversight of the delegations.

## 7. Master Plan

The Principal shall:

- oversee the planning, scheduling and successful implementation of the College's Master Plan in consultation with the Property Committee and Board
- play a central role in the development and implementation of capital development plans to enhance the fabric and facilities of the College
- collaborate with the Foundation to cultivate relationships and secure funding for capital development, scholarships, and bursaries.





## SELECTION CRITERIA

### Leadership

- a highly visible leader and excellent communicator who builds strong relationships of trust and care, connecting with students, families, staff and the wider community, and who is committed to the Catholic Dominican identity of the College
- skilled in developing and sharing a strategic vision and successfully driving the subsequent implementation
- having the capacity to develop and empower high performing teams with a shared sense of purpose.

### Educator

- a contemporary and research informed educator who is committed to an excellent holistic education and who understands the academic, wellbeing and spiritual development needs of young people in the context of the changing world in which they live

- experienced in attracting, retaining and developing outstanding educators.

### Business and Operations

- capable of sustainably leading a substantial educational organisation, bringing effective stewardship of finance, risk, compliance, facilities, technology, marketing, enrolments, philanthropy and people management, alongside ensuring the school is a safe place of learning and work
- experience in Master Plan development and capital works is advantageous.

### Personal

- having an active Catholic faith that is expressed through belonging to a faith community
- bringing integrity, judgement, resilience, warmth, humility, approachability and inclusivity.



## HOW TO APPLY

For a confidential conversation please contact:

- Jane Harlen  
+61 3 8375 7424  
Jane.Harlen@odgers.com or
- Sophie Malone  
+61 2 8905 3703  
Sophie.Malone@odgers.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 27.

### 2. Curriculum Vitae 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.

### 4. DATE OF COMMENCEMENT

Confirmation of when you would be available to start.

The preferred method of application is online at [www.odgers.com/94456](http://www.odgers.com/94456). All applications will receive an automated response.

Should you be unable to submit your application online, please email it to [Sophie.Malone@odgers.com](mailto:Sophie.Malone@odgers.com)

The closing date is **Sunday 12 October 2025**.

### PLEASE NOTE

If there is anything that could be of potential concern to the school, should it be known after you have been appointed, please ensure that you explicitly reference this in your candidate statement or arrange a conversation with Odgers to discuss the matter.

The successful applicant will be expected to satisfy child protection screening and adhere to the school's child protection policy. They may also be asked to undertake leadership and psychometric assessments in the final stage of the process.

Santa Sabina College reserves the right to appoint by invitation.

