



**Nowra  
Christian  
School**  
Grow up into Christ

# APPLICATION PACK

Primary Teacher, 2024

## Application Pack

This application pack contains all the information you will require to complete your application for the above position. The application pack includes:

- How to apply information
- The job advertisement
- Primary Teacher Position Description
- Nowra Christian School's Purpose Statement
- Nowra Christian School's Statement of Faith



### How to apply:

Before completing the [online application form](#) on our website, please ensure you have gathered the documents/information required as part of the application form.

These include:

- A cover letter addressing the essential selection criteria as outlined in the job advertisement
- A personal resume (pdf, doc or docx files only)
- Reference details from the Minister of your church
- Details of your current First Aid Certificate (if you have one)
- Your current Working With Children Check approval number and expiry date

There are also several questions on the application form which you may want to prepare before starting the online form, these include:

- In what capacities do you serve your church? (up to 300 words)
- A description of your Christian conversion and experience. (up to 300 words)
- What is your definition of a Christian? (up to 150 words)
- What do you understand about Christian education and why do you want to work for a Christian school? (up to 300 words)
- What attracts you to this position? (up to 200 words)

All enquiries relating to the position should be directed to the Principal's EA, Mrs Gail Bate on 02 4422 1199 or [gailbate@ncs.nsw.edu.au](mailto:gailbate@ncs.nsw.edu.au).

*Only applicants who complete the official online school application form will be considered.*



# Nowra Christian School

Grow up into Christ



## WE'RE HIRING! PRIMARY TEACHER

Full-time ongoing position as a **Classroom Teacher** in our Primary Department.  
Commencing in **May 2024**.

- An opportunity to share your love for Jesus and have a positive impact on the lives of young students in a Christian context
- Professional development opportunities to enhance teaching skills and personal growth
- Supportive and collaborative work environment

### SELECTION CRITERIA

- A strong Christian faith and an active member of a local Protestant church
- An understanding and/or experience of teaching from a Christian worldview
- Possess appropriate Primary Teaching qualifications and NESAs Accreditation
- Experience in a variety of stages in primary education would be valued
- An ability to provide high quality explicit teaching and learning programs that leverage ICT
- Excellent classroom management
- Well-developed interpersonal skills

### MANDATORY REQUIREMENTS

- Reference from current Protestant church minister
- Completion of the school's online application form
- Current NSW Working With Children Check approval number
- NSW Teacher Accreditation number

### APPLY NOW!

For more information, position description and/or to apply visit [www.ncs.nsw.edu.au/jobs](http://www.ncs.nsw.edu.au/jobs)

Applications Close :  
Monday 4 March 2024 , 5pm

*Suitable applicants may be interviewed prior to the above closing date. Only applicants who complete the official school online application form will be considered.*

### POSITION DETAILS

- Employer : Nowra Christian School
- Job Type : Full Time / Permanent
- Job Location : South Nowra, NSW
- Start Date : May, 2024
- Enquiries: Principal's EA, Gail Bate on 02 4422 1199

### ABOUT US

We are a growing Christian, K-12 community of over 500 students, situated on the beautiful NSW South Coast. For over 44 years, Nowra Christian School has offered an excellent Christian schooling experience to families living in the Shoalhaven. We believe in providing a nurturing and Christ-centered environment where students can grow academically, spiritually, and emotionally.

The School is committed to promoting and protecting the interests and safety of children. We have zero tolerance for child abuse. Everyone working at the School is responsible for the care and protection of children. All potential employees and volunteers will be required to comply with the Staff Code of Conduct and the School's Child Protection Policy.



### Position Summary

Working in conjunction with Stage Coordinator, the Primary Teacher will take full responsibility for the classroom program of a primary school class and other delegated responsibilities. The Primary Teacher will provide high quality teaching and learning programs that leverage ICT. The Primary Teacher will also demonstrate excellent classroom management skills.

**Accountable to:** The Principal through the Stage Coordinator and Head of Primary

**Other close working relationships include:** Head of Christian Teaching and Learning, Teacher Aides, other Teachers, the Primary Chaplain, School Counsellors, School Office Staff, Community Relations Manager, Librarian and parents/carers

**Classification:** Teacher

**Agreement/Award:** [NSW Christian Schools Teaching Staff Multi-Enterprise Agreement 2021-2023](#)

**Commencement Level:** Step 5 (4 year trained, no experience) or step level as applicable for more experienced staff

### Key responsibilities

- Teach your allocated class to the best of your ability
- Maintain disciplinary and pastoral oversight of the students in the class
- Playground duties as per rostered arrangement
- Attendance at parent /teacher interviews as arranged by the Principal (or delegate)
- Attendance at rostered staff meetings
- Attendance at School Information Nights and other occasional events when required
- Supervision of extra and cocurricular activities (eg. sport teams, school camps, excursions) if required
- Work professionally to abide by the systems and procedures of the school
- Active involvement in a local Protestant church
- Maintain your personal Christian Lifestyle in keeping with the school's ethos
- Keep accurate records of student progress and attendance
- Fulfill the reporting requirements by the due dates given
- Liaise with the administration staff in organisational and student care matters
- Any other duties that the Principal (or delegate) may assign from time to time



### **Personal professional growth responsibilities**

- Continually develop a greater understanding of the nature and purpose of Christ-centred education
- Attend and participate in relevant professional development to provide best practice education to students
- Attend and actively participate in regular staff devotion time and regularly meet with prayer partners

### **Personal attributes and qualifications:**

- Have and maintain NESA recognised teaching qualifications
- Be eligible to teach in NSW schools
- The knowledge and ability (or preparedness to learn) to teach in both content and pedagogy from a Biblical Christian perspective and worldview
- Be an active member of a church, and have a Christian faith which will enable you to support the school's mission and statement of faith
- Be an energetic, highly motivated teacher, willing and able to take initiative and accept responsibility
- Exhibits excellent behaviour management skills in interactions with students
- Be able and willing to work as a member of a team, dedicated to supporting school families in their God-given task of raising their children
- Be willing to participate in co-curricular activities which may involve after school or weekend commitments
- Be committed to ongoing professional learning
- Is a motivated life-long learner who seeks to further their own pedagogical understandings and skills
- Has a positive 'team' approach when working with staff and parents
- Possess strong oral and written communication skills
- Is flexible and adaptable
- Exhibits emotional resilience in managing work requirements and expectations

### **Work Health and Safety and Injury Management**

- Maintain a clean and safe working environment while complying with all Nowra Christian School safety policies and procedures
- Report all workplace accidents and hazards to the Authorised Provider and complete all documentation
- Attend yearly CPR refresher and three-yearly First Aid courses



### **Child Protection**

- Ensure compliance as a mandatory reporter
- Be aware of Nowra Christian School's policies and procedures in relation to Child Protection
- Be aware of current legislation in relation to Child Protection
- Attend child protection training
- Hold a current Working with Children Check (WWC) number

### **Our Community**

- Participate in excursions and experiences with children which promote awareness of our community
- Attend and actively support whole-school community events such as, Twilight Picnic, School Productions and Thanksgiving Evening
- Provide regular reports and associated materials of learning experiences to the Community Relations Manager for promotion in the school newsletter and social media

### **Additional Information**

This could be a full-time (1.0 FTE) or part-time position depending on school requirements. The incumbent may be required to attend meetings, excursions, functions or promotional events as part of, or in addition to, normal working hours. Some duties will need to be performed at times other than during the school day or when students are in attendance.



### **Our Purpose Statement**

Nowra Christian School partners with families in equipping students for life through the provision of quality, Christ-centred education, founded on Biblical values.

We pursue our purpose from a Biblical base by aiming:-

#### **In Personal Christian Life:**

- To start and end with knowing God in all endeavours.
- To live under the authority of God's Word, and to interpret it thoroughly and reasonably with the guidance of His Holy Spirit.
- To nurture and encourage students into a reconciled relationship with God through Christ.

#### **In the Process of Christian Education:**

- To encourage and train students into a love of learning.
- To equip students' minds to understand God's perspective in all areas of learning.
- To help each child and young person address his or her God-given potential, by providing appropriate educational opportunities according to each one's abilities.
- To fulfil all Government requirements to ensure that we remain an accredited educational institution.

#### **In Christian Community Life:**

- To create safe relationships through being just and fair according to Biblical principles.
- To be compassionate and merciful as God is to us.
- To nurture and train students to accept personal responsibility for themselves and to act within an ethos of service towards others.
- To staff the school with people committed to living worshipfully under God.
- To develop community life with the school, promoting K-12 unity throughout the school.

#### **In Striving for Excellence:**

- To encourage students to accept the Biblical principle of stewardship in relation to their gifts.
- To encourage and train students in academic growth, rigour and excellence.
- To encourage and provide for staff in their Christian growth and professional development.

#### **Preamble:**

All members of staff must be supportive of the school's statement of faith and professional code of conduct. Within the distinctively Christian model of education at Nowra Christian School, staff must be committed to providing biblically based educational opportunities for students.



### Our Values

We believe all students have the right to feel safe, supported and respected at all times.

We have identified three key core values as representing the essence of our school: 'community', 'care' and 'character.'

#### Community

- We value the diversity of our community
- We appreciate that our NCS community is made up of staff, students, their extended families, their church families and our alumni students
- We foster a close-knit Christian community where Christ's love is shared and every member feels valued
- We have a responsibility to shine Christ's love into our wider community both on a local and global scale

#### Care

- We treat others with care and consideration
- We care for each student on an individual basis and develop a desire in every student to care for those around them
- We care for God's creation and the resources He has blessed our school with
- We take care and pride in our schoolwork and always strive to do our personal best

#### Character

- We desire our students to be known for their outstanding Christian character - the 'NCS difference'
- We expect our students to 'Choose Respect' by being kind and considerate of others, by respecting those in authority and by respecting our school and its Christian foundations
- We encourage students to love and honour God in all they think, do and say





### Our Statement of Faith

We believe that it is important that all members of our school community know what we believe about God and His Word and world, and will therefore be communicating to the students. These fundamental beliefs are expressed in the school's Statement of Faith.

The Statement of Faith of Nowra Christian School is as follows:

#### God

- There is one God and He is sovereign and eternal. He is revealed in the Bible as three equal divine Persons - Father, Son and Holy Spirit. God depends on nothing and no one; everything and everyone depends on Him. God is holy, just, wise, loving and good.
- God created all things of His own sovereign will, and by His Word they are sustained and controlled.
- God is the God and Father of our Lord Jesus Christ. He is also Father of all whom He has adopted as His children. Because of God's faithfulness and His fatherly concern, nothing can separate His children from His love and care.
- The Lord Jesus Christ is the eternally existing, only begotten Son of the Father. He is the Creator and Sustainer of all things. He was conceived by the Holy Spirit and born of a virgin, truly God and truly man. He lived a sinless life and died in our place. He was buried, rose from the dead in bodily form and ascended to heaven. Jesus is King of the universe and Head of the Church, His people whom He has redeemed. He will return to gather His people to Himself, to judge all people and bring in the consummation of God's Kingdom.
- The Holy Spirit proceeds from the Father and the Son. He convicts people of their sin, leads them to repentance, creates faith within them and regenerates them. He is the source of their new sanctified life bringing forth His fruit in the life of believers. He gifts believers according to His sovereign will, enabling them to serve the Lord.

#### The Bible

- The Bible, which is comprised of the books of the Old and New Testament, is the inspired, inerrant and infallible Word of God, and the only absolute guide for all faith and conduct. It is indispensable and determinative for our knowledge of God, of ourselves and of the rest of creation.

#### God's World

- Adam and Eve, the parents of all humanity were created in the image of God to worship their Creator by loving and serving Him, and by exercising dominion under God's rule by inhabiting, possessing, ruling, caring for and enjoying God's creation. Consequently the purpose of human existence is to glorify God and enjoy Him forever.
- Sin entered the world through Adam's disobedience, because of which all people are alienated from God and each other and, as a result, they and all creation are under God's judgement.
- All people have sinned and, if outside of Christ, are in a fallen, sinful, lost condition, helpless to save themselves, under God's condemnation and blind to life's true meaning and purpose.
- God holds each person responsible and accountable for choices made and actions pursued. Human responsibility and accountability do not limit God's sovereignty. God's sovereignty does not diminish human responsibility and accountability.
- Salvation from the penalty of sin is found only through the substitutionary, atoning death and resurrection of the Lord Jesus Christ. As the sinless One, He took upon Himself the just punishment for our sins.
- Through His death and resurrection, the Lord Jesus has destroyed the power of Satan, who is destined to be confined forever to hell along with all those who reject Jesus as Lord.
- Out of gratitude for God's grace and in dependence on the Holy Spirit, God's people are called to live lives worthy of their calling in love and unity and in obedience to God in all spheres of life. They are responsible to ensure that the gospel is faithfully proclaimed. Christian parents are required to bring their children up in the discipline and instruction of the Lord and to diligently teach them the truth of God's Word.