



Now hiring

DIRECTOR OF EDUCATION

NT Christian Schools is now hiring a Director of Education! The Director of Education will join our Senior Leadership Team as a key executive, reporting directly to the CEO of NT Christian Schools. This role will aim to provide high-level strategic leadership through change management, culture development and operational effectiveness, according to the organisation's strategic plans. Supporting six campuses across the NT and shaping the future direction for students, staff and school communities, as part of NT Christian Schools.

START DATE AS NEGOTIATED

WHY WORK WITH US

- Six weeks annual leave
- 15 days personal leave
- 11.5% Super Contribution
- Long-Service Leave, pro-rata, after five years
- Tuition discounts for staff children*
- Salary Sacrificing and health care corporate rates*
- Ongoing professional development
- Paid maternity leave
- Access to staff wellbeing program

pro-rata, *Conditions apply

APPLY NOW

 ntchristianschools.com.au

 humanresources@ntchristianschools.com.au

JOB DESCRIPTION

Job Title:	Director of Education
Job Type:	Fulltime 1.0FTE
Salary Classification:	NT Christian Schools SAO 1.3 to SAO 2.3 scale
Salary Range:	\$ 155,384 - \$174,890 depending on qualifications and experience Plus, superannuation contribution of 11.5% (12% as at July 2025) of your annual salary
Annual Leave:	6 weeks annual leave p.a.
Location:	System Office
Reporting to:	Chief Executive Officer
Date advertised	April 2025

Introduction

NT Christian Schools is a Christian organisation. It exists to advance the Christian religion through the provision of education and religious instruction. Accordingly, in furtherance of the religious ethos of NT Christian Schools all staff will be required to deliver or contribute to religious education, to lead or otherwise assist in the conduct of religious services and otherwise engage in religious practices and observances (including, but not limited to, leading prayers or devotions and sharing testimonies), either with fellow staff or students. As representatives of NT Christian Schools, it is a genuine occupational qualification of such roles that applicants hold and act consistently with the religious beliefs of NT Christian Schools, including as articulated in the Policies and Procedures of NT Christian Schools.

NT Christian Schools exists to provide a thoroughly Christian education and to give effective witness to the biblically based religious beliefs of the Company. As such, holding the religious beliefs of NT Christian Schools as articulated in the Policies and Procedures of NT Christian Schools is a genuine occupational qualification of this role.

You are expected to have a clear understanding of, and unqualified commitment to the biblical basis, including as articulated in the Policies and Procedures of NT Christian Schools, and to act both in the work place and in other contexts in ways that are consistent with those beliefs, in order to provide an authentic Christian witness.

This role is required to practice, deliver and contribute to religious education in a manner that is consistent with the Policies and Procedures of NT Christian Schools and to model a life consistent with those beliefs. As such, this role requires the highest commitment to the Lord, the Bible and to schooling from a distinctively Christian perspective, consistent with the Policies and Procedures of NT Christian Schools.

This will be evident in supporting the teaching of the Australian curriculum from a biblical worldview, participating in and leading staff devotions and leading student devotions and prayer time and through the sharing of your personal testimony. In addition, staff offer a reflection of their own

growing relationship with Christ, which is itself affirmed by living a life consistent with the teaching of the word of God. Accordingly, the modelling of an authentic Christian life is a core requirement of the position, reflecting the foundational contribution the position makes to the maintenance of the religious ethos of the school.

With a mutual commitment to God through Jesus Christ, staff members ought to serve and love one another as Christ loves them. This also means an acknowledgement that all people are fallible and need to be entirely reliant upon God. NT Christian Schools has expectations of mutual love, service, trust, acceptance, patience, forgiveness and support.

All employees for NT Christian Schools are to be committed to ensuring child safety, health and wellbeing practices are followed and upheld. These practices are embedded in NT Christian Schools policy and culture as guided under current legislation.

General Expectations

NT Christian Schools is a recognised school system that plays a key role in ensuring that teaching, learning and corporate services are all managed for our school system as efficiently and effectively as possible.

The relationship between our staff and students is nevertheless uppermost in our minds, as we endeavour to provide the best corporate services possible to allow that relationship to flourish and for school communities to live out our mission and values.

NT Christian Schools plays a key role in relationship building and promotion to government departments, members of parliament and national associations such as Christian Education National (CEN).

These responsibilities and duties are underpinned by expectations of generosity, openness, teamwork, effectiveness, efficiency, attention to detail, pleasant working relationships and maintenance of an effective, Christ-centred and safe work environment.

Primary role

The Director of Education is a key executive leader within NT Christian Schools, reporting directly to the Chief Executive Officer (CEO). This role provides high-level strategic leadership across NT Christian Schools and its campuses, working in close partnership with the CEO to implement change, influence organisational culture, and drive system-wide effectiveness in alignment with the organisation's strategic framework and the Board's vision.

The Director of Education plays a pivotal role in supporting and guiding Principals in their day-to-day leadership, providing inspiration, direction, and strategic support to ensure each school is well-led, safe, and delivering high-quality Christian education. The role carries executive responsibility for the overall teaching and learning strategy and curriculum oversight across all campuses, ensuring that student outcomes are continually improved through robust frameworks and strong instructional leadership.

This position also leads and collaborates with both system and school-based Teaching and Learning teams, working closely with the broader executive leadership to ensure cohesion, innovation, and alignment of educational initiatives. The Director of Education will lead the ongoing development of an excellent, Christ-centred educational model that nurtures students, equips staff, and advances the mission of NT Christian Schools.

Christian Leadership

- Effectively witness to the beliefs articulated in the Company's policies of NT Christian Schools by modelling an authentic life of faith lived in accordance with those beliefs, and with general Christian principles. Actively building and promoting the strength and unity of NT Christian Schools.
- Contribute to the spiritual life of the organisation by leading or otherwise assisting in the conduct of religious services and otherwise engaging in religious practices and observances (including, but not limited to, leading prayers or devotions and sharing testimonies).
- Model an appropriate Christian lifestyle in and out of school, acting at all times consistently with the beliefs articulated in the Policies and Procedures of NT Christian Schools.
- Develop quality solutions to address identifies areas of need.
- Express open and honest views and persevere through challenges.
- Gain commitment and cooperation from others and resolve issues and conflicts early, in line with approved policies and procedures.

Christian Education Improvement

- Apply a high standard of strategic system leadership to inform, set and drive to inform, set and drive the direction of Christian teaching, learning and curriculum matters across campuses.
- Provide leadership and oversight for the teaching and learning team as well as school based curriculum coaches.
- Develop competency, engagement and partnership with First Nations people to improve future pathways.
- Collaborate with senior leadership colleagues to ensure strategies are in place and adjusted where necessary to meet the Boards strategic plan.
- Nurture mutual accountability and relationship within and between school and system leaders.
- Build strong engagement with CEN.
- Build strategic partnerships and engaging in other external networks.
- Ensure policy and school level procedures are embedded and child safety policies are evident.

Educational Leadership & Culture

- Support, mentor and coach Principals in their respective school and to ensure they meet day to day operation and compliance requirements. Working with Principals to improve the quality of teaching and learning across our campuses and Early Learning Centres.
- Assist Principals to ensure that standards and evidence requirements for school registration are met.
- Provide leadership and oversight for System wide events for example:
 - Induction and Over the Top Conference;
 - Christian Education National (CEN) - Biblical worldview;
 - Training of teachers;
 - Leadership programs and development of middle leadership team;
 - Succession planning.
- Have a genuine passion for supporting and empowering people in the workplace, with a demonstrated experience in fostering a culture of inclusion, diversity and well-being aligned with NT Christian Schools values.

- Work with the Chief Executive Officer and Human Resource team to champion culture and retention amongst employees.
- Act as CEO when required.

Teaching & Learning

- Work with leaders and middle leaders across the campuses to build a unified and systemic evidence-based approach to Biblically informed teaching and learning practices.
- Keep abreast of current and best practice educational trends and drive innovation for our changing educational landscape.
- Embed NT Christian Schools core practices and teacher growth roadmap.
- Provide transparent and informative reporting to the CEO, utilising analytics and data to drive informed decisions and improve effectiveness.

Selection criteria

Essential:

- A committed Christian actively involved in your local church.
- Demonstrate and develop an ability to draw upon the beliefs articulated in the Policies and Procedures of NT Christian Schools to prepare an environment and culture of biblical perspective.
- Demonstrate extensive experience in the school level leadership and management of a systemic organisation, with the ability to support cultural change and improve systems.
- Executive level negotiation and conflict resolution skills, whilst driving performance in line with NT Christian Schools values and expectations.
- Ability to provide executive level wisdom and judgement to situations, reaching effective and sustainable solutions.
- High level project management skills, with attention to detail and outcomes delivered on time and budget.
- Collaborative and transparent in relationships with other senior staff, resolving issues and conflicts professionally and with grace and humility.
- High level data management and analysis skills.
- Demonstrate excellent communication skills, written and verbal, as a relational, empowering educator; supporting work with students, staff, parents and the broader community.
- Registration as a teacher and significant teaching and Christian curriculum/teaching/learning leadership experience.
- Principal experience (preferred 5 years minimum).
- Post graduate (preferably masters level at NICE) qualification in Education or Educational Administration.
- Management experience gained in educational administration.
- High level knowledge of education curriculums.

Further Requirements:

- Must hold a valid Working with Children (Ochre) Card.
- Must have a valid NT police check within the last 12 months, or receipt of application for one.
- Must hold a current NT Teachers Registration.
- Must hold a current NT Driver's License.