

JOB DESCRIPTION

Job Title:	Educator - Diploma Qualified 2025
Job Type:	Full-time (1.0 FTE) or part time negotiable.
Salary Classification:	ELC 2.3 – ELC 3.4 scale
Junior Employee Rates	A junior employee is paid at the following percentage of the appropriate adult rate: Under 17 – 50% 17 years old – 60% U18 18 years old – 70% U19 19 years old – 80% U20 20 years old – 90% U21
2025 Salary Range:	\$70,662 - \$80,025 pro-rata, depending on qualifications and experience Plus, superannuation contribution of 12% of your annual salary
Annual Leave:	6 weeks
Location:	Early Learning Centre – Palmerston Christian College
Reporting to:	Centre Director
Date advertised	June 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 requires an Early Childhood Educator 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

Early Learning Centre – There are three Early Learning Centres operating as part of NT Christian Schools: on our Marrara school campus, Kingdom Kids ELC on our Palmerston school campus, and ELC on our Sattler school campus. Each of these ELCs shares the vision of NT Christian Schools – to be Christian communities, learning together to live as God intended, offering hope for the world. In pursuit of this goal, we are dedicated to delivering an interactive, genuine, and enjoyable learning environment for each child under their supervision, rooted in a Christian perspective.

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

As a Diploma Qualified educator, you are to plan, implement and evaluate educational programs that support a holistic approach to the care and development of children alongside the teacher and the centre director. This may require you to lead the team/room of educators considering the developmental needs, interests and abilities of all the children attending the centre.

Key Duties and Responsibilities

- Assist the Centre Director in the day to day operations as follows:
 - Ensure the Centre adheres to all policy statements and regulation.
 - Assist with ongoing administration requirements including documenting children's learning.
 - Deliver an educational and developmental program for 3-5-year old within a supportive team.
 - Attend and participate in staff team meetings.
 - Assist the Centre Director and Early Childhood Teacher with other duties as required.

- To 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.
- To contribute to the spiritual life of the school 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).
- To 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.
- Maintain the capacity to be an active team member and work collaboratively.
- Experience in, or willingness to learn, technology including computers, online platforms and data management software.

Selection criteria

Essential:

- A committed Christian actively involved in your local church.
- Prove an ability to effectively model Christian values as expressed in the Policies and Procedures of NT Christian Schools and to give an authentic witness to those values.
- Demonstrate or be willing to develop, the 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 enhancing significant outcomes for students.
- A genuine passion for working with children aged 3 and 4 years.
- Hold or be actively working towards Diploma in Early Childhood Education & Care.
- A commitment to work as part of a dynamic team.
- Effective verbal and written communication skills.
- A sound understanding of the Early Years Learning Framework.

Desirable:

- Diploma in Children's Services or equivalent or actively working towards a Diploma in Children's Services.
- Experience in education or childcare industry.
- An understanding of the Walker Learning Approach

Further Requirements:

- Must hold a valid Working with Children (Ochre) Card.
- Must have a valid NT police check within the last 12 months, or invoice of order for one.
- Must hold a current NT Driver's License.
- Must hold a current First Aide Certificate or a willingness to obtain.

Note

Our Early Learning Centres, pride themselves on being Centres of Excellence who reflect professional integrity in all they do. As such, staff at the ELCs are required to wear clothing that is modest, sun safe and meets WHS requirements. This includes closed in shoes or sandals and t-shirts/capped sleeve shirts (no singlets). All staff are provided with uniform shirts for use during their period of employment, which they are strongly encouraged to wear daily as it meets these requirements and also makes staff easily identifiable to our children and their families.