



PALMERSTON  
CHRISTIAN  
COLLEGE

# PRINCIPAL PROSPECTUS

FOR 2026 APPOINTMENT

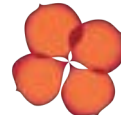


# PALMERSTON CHRISTIAN COLLEGE IS A CAMPUS OF NT CHRISTIAN SCHOOLS

We provide high-quality Christian education to the families of Darwin and beyond.



**PALMERSTON**  
CHRISTIAN  
COLLEGE



**NT**  
CHRISTIAN  
SCHOOLS

## About NT Christian Schools

When you join NT Christian Schools, you become part of a bigger family. Each College operating within NT Christian Schools is part of a system of interconnected and supportive schools. The Chief Executive Officer of NT Christian Schools is responsible to the Board for the organisation's overall operation.

Our principals work in partnership with the other Principals, the CEO, and System Office staff to support their school and NT Christian Schools' broader vision and mission.



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# The story of **PALMERSTON**

Established in 1988, Palmerston Christian College nurtures a Christian community that encourages students to live according to God's purpose and offer hope to the world.

The college is located in Marlow Lagoon, an outer suburb of Palmerston only 20km south east of Darwin City. The College is situated on three hectares of both natural and landscaped gardens only five minutes from the heart of Palmerston. Palmerston is the second largest city in the Northern Territory.

At Palmerston Christian College, learning goes beyond the classroom.

Our exciting Outdoor Education Program runs from Year 4 to Year 10, offering a range of camps that build resilience, teamwork, and unforgettable memories. We value innovation through a hands-on STEM program. With electives such as aquaponics, hydrogen-powered cars, robotics, and coding, students use modern tools including laser cutter, 3D printers, and an array of coding technologies.

Our whole-college arts program nurtures creativity and expression, with strong opportunities in both visual arts and music for students of all ages.





400 students



25 classrooms  
on 3 ha

ELC-12

Grade levels  
taught



59 staff



Established  
1988



Palmerston population  
41,598



## NAPLAN PERFORMANCE

### Student background

#### Index of Community Socio-Educational Advantage (ICSEA)

School ICSEA value 1012

Average ICSEA value 1000

School ICSEA percentile 52

2023

Compare to ☒ Students with similar background ☐ All Australian students

	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	376	396	396	386	400
Year 5	472	468	480	469	470
Year 7	528	499	518	523	522
Year 9	542	540	552	534	549

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# THE POSITION

## General expectations

Palmerston Christian College is committed to providing high quality Christian education in a positive, rigorous and community-focused environment as part of NT Christian Schools. The aim of the College is to provide an exceptional Christian education for students and families, no matter their gifts, abilities or background.

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 Principal is expected to provide educational and administrative leadership to the College, the staff and the families our school supports. The Principal is expected to work closely with senior leadership team at the College, other principals within our school system, our CEO and teaching and learning specialists. This role will appoint a new leader to serve a five year fixed term, which may be extended, following a review, by written agreement by you and NT Christian Schools.

## Key Duties and Responsibilities

The Principal is accountable to the Board through the Chief Executive Officer and is required to:

- Lead overall responsibility for the College Executive, working collaboratively across the organisation.
- Provide educational leadership resulting in Christ-centred curriculum of the highest quality.
- Join and partner with the Senior Leadership Team, the Board and with the other principals of our network of schools to drive excellence across culture, curriculum, delivery and outcomes.
- Focus on improving academic performance in all areas.
- In collaboration with the NT Christian College Principal, ensure students are developed with independent learning dispositions, knowledge and skills for the future and are able to transition smoothly into years 11 and 12 with NT Christian College.
- Engage with the school community to create pathways for success from the on-site ELC through to the on-site NT Christian College.





- Partner closely with the Primary School and Early Learning Centre leaders to ensure school readiness of ELC students transitioning to Palmerston Christian College.
- Lead and grow effective partnerships with local industry and government leaders to promote opportunities for our students to engage in STEM activities.
- Continue to strengthen and expand Palmerston Christian College's STEM programs by engaging across education, government and industry.
- Develop and maintain an effective partnership with school the other College Principals of NT Christian Schools, school parents, carers and staff, for the benefit of students' learning and spiritual growth.
- Advance a cohesive team of teachers and staff, ensure effective staff development, growth, deployment, appraisal and training.
- Provide supportive and positive Christian pastoral care to enhance general well-being and compassion for all staff, students, families and community in your care.
- Oversee daily operations, staffing and marketing of the school, directing functions and staff according to mission, visions and values of NT Christian Schools in conjunction with System Office as required.
- Exercise discretionary planning, risk analysis and decision making in line with accurate and current financial conditions of the school.
- To contribute to the spiritual life of the school by leading or otherwise assisting in the conduct of religious services including prayer, chapel, worship, testimony and Christian curriculum.
- Lead the school community towards achieving the objectives of the Campus Action Plan and the Board's Strategic Plan.
- Through the CEO, report to the Board on school operations, financial performance, staffing ratios, and progress towards the Campus Annual Action Plan and Strategic Action Plan alignment.
- Maximise all opportunities to access government programs, resources, authorities and committees to support school operations and promote the school in the community.
- Represent, project and promote the school in the local community and churches.
- Act as the Executive Officer of your local School Council.
- Demonstrate faithful leadership and a willingness to engage in new and emerging technologies and curriculum from a sound biblical worldview and pedagogical basis.
- Teach in the classroom if required.

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## Selection criteria

### Essential:

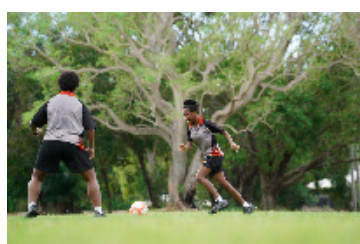
- Be a committed Christian actively involved in your local church.
- Demonstrate an ability to draw upon the beliefs articulated in the policies and procedures of NT Christian Schools to prepare an environment and culture of biblical perspective.
- Experience in preparing and delivering Christian education while improving educational outcomes for students.
- Experience working in a leadership position at a school with a Christian foundation.
- A history of significant management of information including, reporting, analysis and decision making.
- A faithful and inspiring educational leader, with experience in teaching, demonstrated leadership and management experience in a school context.
- Ability to significantly contribute as part of a broader leadership team and fulfill the NT Christian Schools Strategic Plan.
- Impeccable negotiation skills to facilitate establishing and maintaining relationships with Principals and leaders across multiple campuses.
- Dedicated work in developing and managing curriculum from a biblical foundation, compliant with the Australian curriculum and NT Christian Schools' framework.
- Commitment to ensuring school culture contributes to student learning and continual improvement in educational results.

### Desirable:

- A history of successfully working with government organisations and executive teams.
- Experience using Technology One, Canvas, Compass, Edval or similar information management systems.
- Hold a Masters of Education or be willing to work towards this through the National Institute of Christian Education.
- Certificate of Christian Education..

## Further Requirements:

- Must obtain a valid Working with Children (Ochre) Card.
- Must obtain a valid NT police check within the last 12 months.
- Registration with the Northern Territory Teacher Registration Board.
- Hold or obtain an NT Drivers License.





## THE MISSION

**To be Christian  
communities,  
learning together  
to live life as God  
intended,  
offering hope for  
the world.**



*Get to know us*



**1275 students**



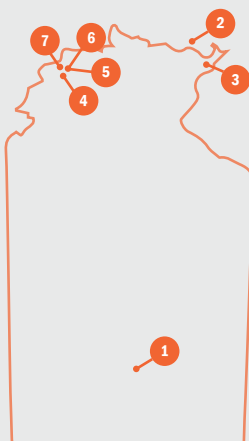
**300 staff**



**7 schools  
1 system office**

## BOARD OF DIRECTORS

**CEO**



- 1 Araluen Christian College
- 2 Gawa Christian School
- 3 Nhulunbuy Christian College
- 4 Sattler Christian College
- 5 Palmerston Christian College
- 6 NT Christian College
- 7 Marrara Christian College

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## Governance/management philosophy

NT Christian Schools is committed to delivering and promoting education, training, and care based on Christian principles and a distinctively Christian worldview. As a Company Limited by Guarantee, we are a member-based organisation. Christian parents and carers (and others dedicated to the cause of Christian education are encouraged to join our membership. Encouraging active membership is one way we partner with Christian parents to help them fulfil their mandate of educating their children in Christ.

As an organisation, NT Christian Schools, therefore, has a number of levels of governance intended to provide a structure with a centralised system of governance and local empowerment for schools to do things in ways that reflect what is special and unique about their community.

School Councils are expected to operate at our schools as a subcommittee of the Board. They undertake the important tasks of upholding the firm Christian foundation of the school community in accordance with the Statement of Faith and forging effective partnerships between the parents, school community, and staff.

The Principal of each college sits on their Council and is responsible for reporting to the NT Christian School Board (via communication with the CEO) regarding decisions.

## The ethos of Christian Education

A Christian education is an education that is grounded in the biblical narrative. The Bible becomes the lens in which students view what they are learning. Teachers teach from a biblical perspective, and students learn about the biblical story, the good news of the Gospel. Their identity is found in the truth that they were created in God's image with unique gifts and talents to be developed and put to use in the world.

Foundational to Christian schooling is a fundamentally different view of life. It is through Christian education that character is developed and behaviour becomes transformed. Christian schooling aims to mould students who will live counter cultural lives and advance the kingdom of God.

## Our partnership with Christian Education National

NT Christian Schools is a member of Christian Education National. Christian Education National promotes a transformational Christian worldview where Jesus' love, power, and authority inform and guide all practice and community life - including leadership, management, teaching, curriculum, and effective governance.



## Our partnership with Alphacrucis + Teaching Schools Tasmania

In 2024 we began piloting the NT Christian Schools Teaching Hub. Partnering with Alphacrucis University College and Christian Schools Tasmania this innovative program enables staff to obtain their teaching degree through mentoring and immersive, in-classroom experience.



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## Introduction overview

NT Christian Schools exists to advance the Christian religion through the provision of education and religious instruction. For the purposes of upholding the Christian ethos of our schools, it is a genuine occupational qualification of this role that applicants be able to teach religious education, lead, and otherwise assist in, religious practices and observances and personally adhere to, uphold, and authentically model the religious beliefs of NT Christian Schools.

## Child safety

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.

## What's ahead for NT Christian Schools

Our five key strategic areas underpin our vision for NT Christian Schools. From these pillars, we seek excellence, growth, and development opportunities as they help us shape our future at NT Christian Schools. From this, we endeavor to support the wider community through our teachings.



### OUR PEOPLE

We employ over 300 people across the NT. Attracting and developing quality Christian staff is critical to our success and achieving our mission.



### OUR FACILITIES

We operate 7 schools and 3 early learning centres across the NT. They are fit-for-purpose, future-focused and adaptive to change.



### OUR TEACHING & LEARNING

Our focus is on high quality Christian education; we work collaboratively with parents to focus on developing students' God-given strengths.



### OUR COMMUNITY ENGAGEMENT

We serve 6 different communities across the NT. We focus on cross-cultural learning opportunities and endeavour to embed ourselves into the community.



### OUR STEWARDSHIP

NT Christian Schools is a \$40 million organisation. We strive to effectively and carefully steward our resources, live within our means and plan for our future.

## Formational learning

Formational Learning develops the mind, captivates the heart, encouraging curious and courageous learners to explore God's world and live out the hope of Christ.

Our teaching is shaped by current, evidence-based research, high-impact teaching strategies and delivered through a formational learning approach.

For each Core Practice there are resources and considerations in how to provide high quality Christian education with high expectations, parent involvement and whole school approaches. Each practice defines how a teacher builds community, uses effective strategies, maps the progress of learning and moves towards deeper learning with improved outcomes.



### Community

- Wellbeing & Nurturing
- Relationship Building
- Daily norms and practices
- Clear boundaries
- Collaborative
- Hospitality & Service



### Student Growth

- Mapping Progress
- Student engaged
- Communication of Learning
- Visible and Celebrated
- Differentiation
- Data Informed



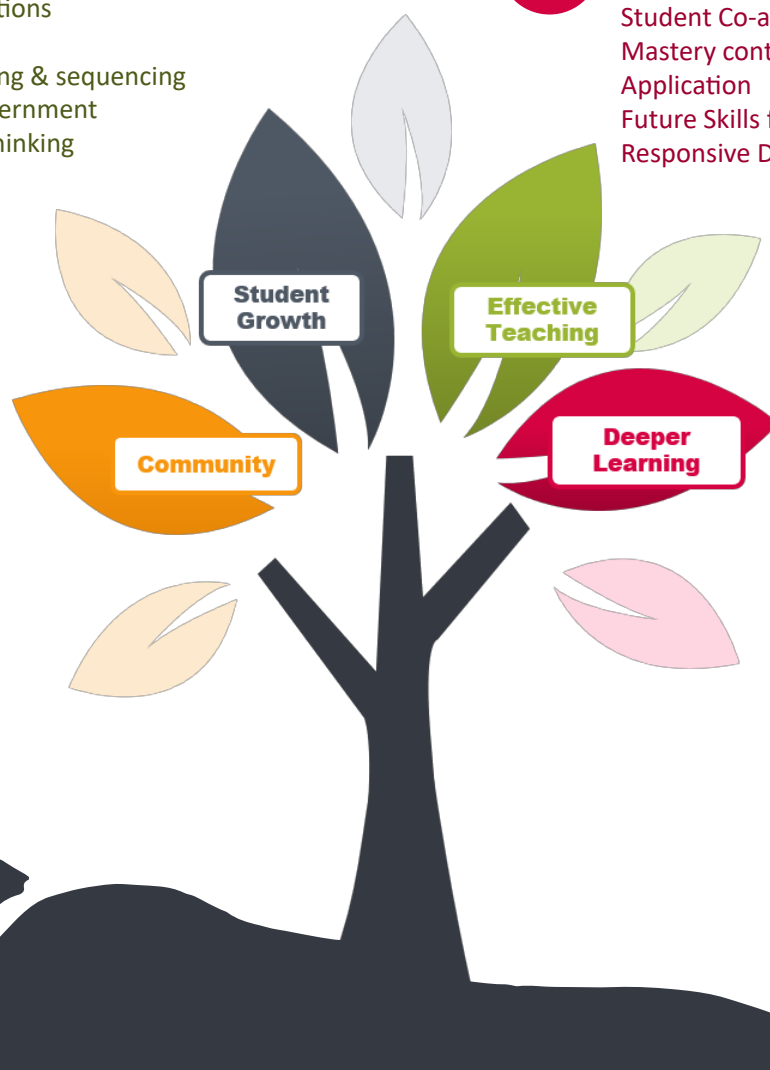
### Effective Teaching

- Evidence based strategies (HITS)
- Learner dispositions
- Biblical threads
- Effective planning & sequencing
- Worldview Discernment
- Higher Order Thinking



### Deeper Learning

- Immersive experiences
- Student Co-agency
- Mastery content, skills and Application
- Future Skills focused
- Responsive Discipleship





# LIFE IN Darwin

NT Christian Schools staff are perfectly positioned to explore the beauty of Australia's tropical Top End. The Territory is home to the largest population of Indigenous Australians. Discover Australia's First Nations people's stories, traditions, art, and culture. As the 'gateway to Asia', Territorians are just a short flight away from a nearby retreat in Indonesia or Singapore.

**Moving to Darwin //** Moving to the Territory allows you to create a fulfilling and balanced lifestyle. Coined 'a land of opportunity', the region is brimming with potential and room to spread your wings. When you move to Darwin, there's heaps to explore - we have more than 80 national parks and reserves here in the NT! There's plenty of amazing places to camp, bird watch, hunt and fish. Darwin has direct flights to Sydney, Melbourne, Brisbane, Adelaide, Perth, Alice Springs, Townsville, Cairns, Gold Coast, Broome, Kununurra, Singapore, Bali and Timore Leste.

**Facilities //** As a major city, Darwin hosts a variety of shopping complexes, banks, post offices and eateries. Royal Darwin Hospital is the NT's main hospital and also houses the Alan Walker Cancer Care Centre. Both RDH and Palmerston Regional Hospital have a 24 hour emergency department.

**Events //** From sporting to cultural events, Darwin has something for everyone. The dry season is often filled with a variety of cultural, community and sporting events.

Some key events include Darwin Festival, V8 Supercars, Darwin Cup Carnival, Nightcliff Seabreeze Festival, Greek Glenti, Darwin Aboriginal Art Fair. Darwin hosts annual AFL and NRL games, and of course there's our strong, year-round market culture!

**Housing //** From large houses and apartments to compact living. Whether you'd like to purchase or rent, there are options to suit your needs and budget. Key figures:

- Darwin median house price \$567,000
- Darwin median unit price \$390,000
- Darwin weekly house rent \$634
- Darwin weekly unit rent \$496

**Sport //** In the Territory we have an excellent network of local sport clubs and facilities that cater for every sport. Darwin city, Casuarina, Nightcliff and Palmerston all have public swimming pools.

**Churches //** There are many great local churches in which to find your place.

## KEY INFO

- Darwin is the capital of the NT
- Population - 150,000 people
- The Top End has two seasons - the dry and the wet. Experience sunny days and blue skies during the dry season. The wet season starts in November and thunders on until April. There's an increase in temperature and humidity, but this effect brings on monsoonal rains (and an annual rainfall of 1.8m) , thunder and lightning storms.

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## Why choose to work with NT Christian Schools

### A network of schools

NT Christian Schools is offering a full-time Principal position as part of our system of schools across the Northern Territory. This offering is for a 5 year tenure and a salary negotiated based on size and complexity of school appointment and experience, with 12% superannuation contribution. The Principal joins our Senior Leadership Team, which includes all principals and the executive leaders.

### Unique opportunity

Working with us, you are offered, pro rata:

- Six (6) weeks annual leave (4 weeks at Christmas and 2 weeks mid year). Other school holiday periods are classified as 'stand down'.
- Fifteen (15) days per year of personal (sick), carers and discretionary leave.

With NT Christian Schools you are eligible for long service leave after only five (5) years of continuous service as opposed to the standard ten (10).

### Support for continued growth

We believe that Christian education is best supported by life-long learners. NT Christian Schools offers generous financial assistance for staff who pursue further study to develop their skills and expertise. Our Senior Leadership Team meets face to face throughout the year and regularly via zoom to collaborate and partner.

### Supported for success

Professional support by NT Christian Schools begins with encouraging staff before they arrive by supporting them during their move to the Territory to join the team. We offer financial and practical assistance to relocate, and upon arrival, new staff undertake an induction designed to give them a deep sense of belonging in the NT Christian Schools community. If you decide to enrol your children in a NT Christian School, you will receive discounted tuition and are eligible to enrol in salary sacrificing programs.

"At Palmerston, we offer a Christ-centred, biblically grounded education that is both academically rigorous and culturally relevant. We love and nurture our students, fostering safe, inclusive spaces where they can feel a sense of belonging and thrive. Recognising each child as a unique image bearer of God, we help them discover their purpose and use their gifts to impact the world. Our classrooms are joyful, curious, and courageous - led by passionate teachers who inspire a love of learning."

**Alice Mustin, CEO, NT Christian Schools**

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## What we believe

Jesus Christ is Lord of everything. Because we know Jesus, we want to reflect His love through all our activities in education, training, and care. We want to tell His story and share His goodness with all people, especially the children and families we serve.

As Christians, this is what we believe: There is one God who is Father, Son, and Holy Spirit.

God created the world, and He created us to be His people. God loves us and is our Father in Heaven. He rules over the world, and He provides us with everything we need. God reveals himself to us through His creation, through His Word and most of all through His Son Jesus Christ.

The Holy Bible is God's word. In the Bible, God tells us how much He loves us and how He wants to be with us forever, as family. The Bible guides and directs us on how God wants us to live. It tells us what God is like and that His plan for us is good.

God is Holy and His law is perfect. Since the beginning when Adam and Eve disobeyed God, all people have broken God's laws, this is what sin is. God is offended when we break His laws. Unless we turn to Him and away from our sin, we will be separated from Him forever.

But God loves us and does not want to be separated from us. God wants us to choose to be in His family. He wants us to honour Him because He made the world, and He rules over the world. He wants us to learn about Him from the Bible. He wants us to talk to Him and enjoy being with Him.

God's plan is to allow us to be in His family again. We can do this when we believe in Jesus. Jesus is God. He came to earth as a man and taught people about God. Jesus lived exactly how God planned for Him and never broke God's law. Jesus took God's anger for us when He died on the cross. Because of this, God promises that He will forgive us when we turn to Him and away from our sin.

Believing in Jesus and why He died for us is the only way we can be in God's family again.

Jesus died for us, but that was not the end! Jesus also rose from the dead. He is alive again! Jesus is the ruler of the world. He broke the power of sin. The Bible says that Jesus is now in Heaven. He rules over the world with God. Jesus is preparing a place in Heaven for every person who believes and trusts in Him.

Because Jesus is the ruler of everything, we can be sure that his promises are true. Jesus sent the Holy Spirit to us to help us to believe God's promises and to understand the Bible. The Holy Spirit helps us to believe in Jesus. The Holy Spirit helps us to see all the things we do that break God's law and helps us to be more like God made us to be. He encourages us to do God's work here on earth. God is bringing His world back to himself and He wants us to help Him with this job. One day Jesus will come again to this world, and everything will be made new and right again.

God wants us to tell every person in the world about how much he loves them. God wants us to tell all people about how He is the ruler of the world. God wants us to tell people about Jesus and why He died for us. Every person who believes this is part of God's family called the church.

This is God's world and Jesus is at the heart of all things. Jesus is the ruler and Lord of everything we do. He is Lord in our schools, in our homes, in our lives and hearts. Everything we do can be done with thanks for everything God has given us and be an act of worship to Him.



READY?

# HOW TO APPLY

From here, you're invited to visit our online application portal and apply for consideration.

Upon application you will provide:

- A cover letter
- A current resume outlining a professional summary, relevant work history, professional associations memberships, and academic and professional qualifications
- An outline of your Christian impact in your local community and your church
- The names and contact details of three (3) referees including one (1) Pastoral and two (2) Professional who may be approached in confidence about your application and their previous experiences with you
- Written response to the job selection criteria as listed in the job description

Once we receive your application it will be reviewed by our team.  
We look forward to speaking with you!

Additional information about Northern Territory Christian Schools  
and Palmerston Christian College can be found on our website:  
[www.ntchristianschools.com.au](http://www.ntchristianschools.com.au) and [www.pcc.nt.edu.au](http://www.pcc.nt.edu.au)



## Contact Information

Human Resources  
NT Christian Schools  
Address: P.O. Box 228, Karama, NT 0813  
Ph: +61 8 8920 4355  
Email: [human.resources@ntchristianschools.com.au](mailto:human.resources@ntchristianschools.com.au)



**NT**  
CHRISTIAN  
SCHOOLS



READY TO MAKE AN

# impact?

Serve His Kingdom in the Northern Territory

## NT CHRISTIAN SCHOOLS IS SEEKING A **PRINCIPAL** TO LEAD WITH US FROM 2026

Join our Senior Leadership Team and become a catalyst for change, shaping the next generation. Our network of schools exists to advance the Christian faith through the provision of education.

 **DARWIN**

### **PALMERSTON CHRISTIAN COLLEGE**

Situated on 3 hectares of beautiful bush land in the city Palmerston. NT Christian Schools is proud to support more than 400 students at Palmerston Christian College and are seeking a capable executive leader to join our senior leadership team.