



Now hiring



**PALMERSTON
CHRISTIAN
COLLEGE**



**NT
CHRISTIAN
SCHOOLS**

HEAD OF PRIMARY

Palmerston Christian College is seeking a passionate and experienced educator to provide leadership within our Primary years, inspiring students to grow in skill, character, and faith in a supportive and engaging learning environment. This is an opportunity to lead with purpose and bring your gifts and experience to a Christ-centred school community. We invite committed Christian educators to partner with our staff and families to nurture our Primary students and make a meaningful impact.

IMMEDIATE START OR AS NEGOTIATED

WHY WORK WITH US

- Six weeks annual leave and stand-down time
- 15 days personal leave
- 12% Super Contribution
- Long-Service Leave, pro-rata, after five years
- Tuition discounts for staff children*
- Salary Sacrificing and health care corporate rates*
- Relocation assistance*
- Ongoing professional development
- Funded Masters degree through NICE*
- Additional paid maternity leave
- Access to staff wellbeing program

*Conditions apply

APPLY NOW

 ntchristianschools.com.au

 human.resources@ntchristianschools.com.au

JOB DESCRIPTION

Job Title:	Teacher
Job Type:	Fulltime 1.0FTE
Salary Classification:	NT Christian Schools CT scale CT1 – CT9
2025 Salary Range:	\$87,811 - \$131,349 depending on qualifications and experience Plus, superannuation contribution of 12% of your annual salary
Annual Leave:	6 weeks plus stand down
Location:	Palmerston Christian College
Reporting to:	Principal of Palmerston Christian College
Date advertised	April 2026

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

Our staff at Palmerston Christian College take their duty to provide a high-quality teaching and learning program seriously. The consistent academic results and family-like school culture are evidence of the care and commitment of staff. PCC desires to support students and staff in being lifelong learners, assisting them to engage in continuous growth and development, seeking to make positive changes in the world around them.

“At Palmerston Christian College, we encourage and support our staff to continue in their professional development and grow in all areas of their careers. We partner with parents to provide Christ centred, intentional pastoral care, focused academic growth, we develop future leaders and build strong community culture. We would love for you to join our college and enjoy all it has to offer”-
Sonya Melhop, Principal, Palmerston Christian College

Teachers are to assist the principal to build and maintain a healthy strength-based learning community within the college. The teacher is responsible, in the context of the school, to enter into a partnership with parents to offer students the nurture and opportunities that will allow them to discover and reach their full potential within an intentionally designed ‘learning space’.

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.

Key Duties and Responsibilities

- Preparing teaching programs that have a biblical perspective, can meet various needs of unique students and produce significant educational outcomes, in line with the College scope.
- Teach in the classroom with a high level of expanding competence in pedagogy that is current, schools based, teaching practices and classroom management and behavioural support skills.
- Completes record keeping related to classroom performance for the purpose of report creation, continued assessment development, and mandatory government reports.
- Work as a collaborative learner, committed to flexible teams pursuing excellence.
- Experience in, or willingness to learn, using technology including computers, online platforms and data management software.
- Maintenance of proficient accreditation/registration as a teacher; and compliance with the requirements of the Australian Professional Standards of Teaching (see link below).

- The duties in addition to teaching, include activities associated with administration, review, development and delivery of educational programs and co-curricular activities.
- Undertake duties required to support the campus such as, but not limited to, attend school camps, assemblies, complete playground, lunch, recess and detention supervision duties.
- To undertake other duties and responsibilities as directed by the Principal.

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 excellent communication skills, written and verbal, as a relational, empowering educator; supporting work with students, staff, parents and the broader community.
- Be pastorally committed to the creating an environment of care for nurturing students.
- Establish your abilities according to the requirements of the job as listed above.
- Hold appropriate experience and tertiary qualifications relevant to the position.
- An educational professional with growing knowledge of your learning area, pedagogy and innovation.
- A willingness to learn, grow, accept coaching and feedback in pursuing excellence.

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 Teachers Registration.
- Must hold a current NT Driver's License.
- Hold a current First Aide Certificate or a willingness to obtain.
- Hold a current Bronze Medallion or a willingness to obtain.

Please click the link to the [Australian Professional Standards for Teachers \(APST\)](https://www.aitsl.edu.au/teach/standards)

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POR DESCRIPTION

Position of Responsibility (POR) Title:	Head of Primary
Agreed Term:	1 year
POR points classification:	NT Christian Schools POR 3
POR annual allowance:	\$ 12,730 annual total. Paid fortnightly, in addition to your annual salary, super and other remuneration.
Additional classroom release time:	675 minutes (11.25 hours)
Location:	Palmerston Christian College
Reporting to:	Principal of Palmerston Christian College
Date advertised	April 2026

Key areas of responsibility

The Head of Primary reports to the principal, is responsible for the day to day operation of the primary school (Transition to Year 6) and is required to:

- Demonstrate or be willing to develop, the ability to draw upon the beliefs articulated in the Statement of Faith and the Policies and Procedures of NT Christian Schools to prepare teaching programs that have a biblical perspective and deliver significant educational outcomes for students.
- Demonstrate an ability to effectively model Christian values as expressed in the Statement of Faith and the Policies and Procedures of NT Christian Schools in order to give an authentic witness to those values.
- enable teaching and other staff to take proper care of students educationally and also personally in teaching and learning programmes;
- encourage among staff participation in curriculum development with a Christ-centred focus and of the highest quality;
- assist staff members to forge strong and effective partnerships with parents for the benefit of students' learning;
- implement where required effective staff development, deployment, appraisal as well as educational and pastoral support;
- implement the school's discipline (Care and Conduct) policy in the Primary school;
- make operational decisions based on a sound understanding of their effect on the financial operations of the primary school and the whole school; and
- teach as required.

Responsibilities and Duties

In meeting these key responsibilities, the Head of Primary is specifically required to do the following with respect to:

Educational management

- initiate, supervise and coordinate curriculum development and syllabus planning for the primary school in conjunction with the NT Christian Schools curriculum coordinator and, through them, other schools;
- collaborate with other executive staff and principal to ensure that Palmerston Christian School operates across its various sections as an integrated Christian educational community;
- oversee the high quality, biblical direction and implementation of curriculum;
- oversee effective student assessment and reporting.

Staff management

- ensure all teachers are programming according to curriculum requirements;
- organise, chair and facilitate the regular primary staff section meeting;
- provide care for staff and advise principal of any concerns;
- support staff by being a visitor in their classrooms as necessary and providing advice and encouragement.
- Recommend to the principal the placement of teachers and staff assigned to the primary section.

Professional development

- assist the principal to implement and improve the staff induction procedures;
- work with the principal to ensure implementation of the staff appraisal process;
- encourage staff to strive for the objectives they have set in their appraisal.
- participate and assist in planning or presenting professional development within the primary or whole School.

Students

- manage student welfare and ensure provision of care for students;
- organise the pastoral care programme on a term-by-term basis encompassing assemblies and other activities;
- implement student induction procedures;
- coordinate and develop extra-curricular offerings as opportunities arise and subject to availability of staff;
- liaise with parents and ensure that they are involved with staff as required;
- ensure the maintenance of student records to a high level.

Parents

- facilitate and encourage parent involvement in the operation of the school;
- liaise with parents and ensure that they are involved with staff as required.

Financial management

- adhere to financial constraints as dictated by the budget;
- manage in cooperation with other team members the Primary School budget and other associated to Primary budget lines;
- in consultation with the principal discuss and advise the annual budget in the context of the strategic plan.

Communication

- communicate with all staff, students and parents in ways that promote openness and harmony in the school community;
- participate actively in regular meetings with the principal and other team leaders;
- liaise, as necessary, with the wider community regarding general School activities.

Strategic planning

- assist the principal to develop objectives for a strategic plan for the effective operation of the school;
- advise the principal in relation to possible courses in the school and the requirements of those courses in terms of educational materials and staff;
- provide advice to the principal on policy development.

General

- oversee the organisation of schedules and procedures as needed;
- in consultation with the principal develop and implement the school calendar;
- perform any other duties as directed, from time to time, by the principal.

Selection criteria

Essential:

- A committed Christian actively involved in your local church.
- An education professional who is an experienced classroom teacher.
- 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.
- Demonstrate excellent communication skills, written and verbal, as a relational, empowering leader.
- Be pastorally committed to supporting and engaging students, staff, parents and the broader community.
- Hold a willingness to learn, grow, accept coaching and feedback in pursuing excellence.