



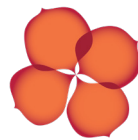
NHULUNBUY
CHRISTIAN
COLLEGE

PRINCIPAL PROSPECTUS



NHULUNBUY CHRISTIAN COLLEGE IS A CAMPUS OF NT CHRISTIAN SCHOOLS

We provide high-quality Christian education to
families of the Northern Territory



NT
CHRISTIAN
SCHOOLS



NHULUNBUY
CHRISTIAN
COLLEGE

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.

Thus, our Principals work in partnership with the other Principals, the CEO, and the NTCS Hub staff to support their school and NT Christian Schools' broader vision and mission.



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Welcome to Nhulunbuy

Tucked away on the stunning Gove Peninsula, Nhulunbuy (pronounced Nool-un-boy) is a truly unique place to live and work. Home to around 3,500 people, this small and remote town in East Arnhem Land offers a lifestyle that is both simple and deeply rich in connection. Surrounded by Indigenous-owned land and shaped by the strong Yolŋu culture, Nhulunbuy is a place where relationships matter, community runs deep, and life moves at a difference pace.

While the town has the essentials - schools, a hospital, local shops, sporting facilities, and a variety of community groups - it's not the infrastructure that defines Nhulunbuy, but the people. In a place like this, you quickly move from being a newcomer to someone who is known, valued, and genuinely part of the community.

Our School Community

Located on the edge of town and surrounded by beautiful bushland, Nhulunbuy Christian College is a co-educational Transition to Year 12 school of approximately 140 students. Since opening in 1999, the College has grown into a close-knit, relational community where every student is known and valued.

We are a school where relationships and connections are not just encouraged - they are foundational. Staff have a wholistic approach to education and students feel safe here. They are greeted by name, encouraged in their strengths and supported through challenges. There is a genuine sense of belonging that is difficult to replicate in larger school settings.

Respect, connection and care are evident in everyday moments - whether it's students chatting comfortably with teachers, older students looking out for younger ones, or families actively engaging in school life in a small community like ours, the partnership between school and home is strong and this shared commitment creates a positive and supportive environment for all.



The story of Nhulunbuy Christian College

We were proud to celebrate our first Year 12 graduates in 2024, marking an exciting milestone in the growth of our secondary program. With Rio Tinto announcing the anticipated closure of mining operations within the next 2-3 years, the town is entering a period of transition. As a school, we are thoughtfully navigating what a 'post-mining' Nhulunbuy may look like, including both the opportunities and challenges this presents. We remain committed to providing a well-rounded Christian education for families in the region, while embracing strategic thinking, innovative partnerships and careful discernment to ensure our strong community continues to thrive into the future.

Living in Nhulunbuy

Living in Nhulunbuy isn't for everyone, but for those who embrace it, it is incredibly rewarding. There are challenges: the heat and humidity can be intense, the wet season can feel isolating and access to the conveniences of city life is limited. Even the beautiful beaches come with their own realities, including the presence of crocodiles, meaning swimming at

local beaches is not possible. However, as you adapt to the rhythms of remote Territory living, what you gain in return is something far more meaningful.

Life here is slower, more intentional, and deeply connected. It's a place where colleagues become friends, where community events matter, and where the natural beauty of the red dirt landscapes, pristine beaches, waterholes, and remote camping spots become part of your everyday life.

There is something special about working in a school and community where everyone knows your name, where your contribution is visible and valued and where you are part of something bigger than yourself.

Nhulunbuy Christian College is more than just a workplace, it's a community. For the right person, it offers a genuine opportunity to make a lasting difference while experiencing a truly unique part of Australia.





140 students

T-12

Grade levels
taught



26 staff



Established
1999



Nhulunbuy population
3,500



NAPLAN PERFORMANCE

Student background

Index of Community Socio-Educational
Advantage (ICSEA)

School ICSEA value	1012
Average ICSEA value	1000
School ICSEA percentile	52

	2023	2024	2025		
				<<	>>
Compare to	Students with similar background All Australian students				
	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	386	424	406	388	411
Year 5	498	475	468	507	481
Year 7	546	541	499	529	569
Year 9	583	633	569	581	641

NAPLAN participation for this school is 100%
NAPLAN participation for all Australian students is 95%

THE POSITION

General expectations

Nhulunbuy 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 Principal is expected to assist the College community in setting and pursuing achievement of organisational goals and policies and to manage activities and projects in line with the broader strategic intent and local need. The Principal is expected to engage in youth and community development opportunities to support the role of the College and the region. 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 the educational leader of the College and is expected to work in conjunction with the CEO and with Principals from other campuses of the organisation to form the Senior Leadership Team. As a Senior Leadership Team, we see time and time again that we are stronger together and we have a collaborative leadership development approach across the organisation with high levels of transparency and cooperation between each campus and the leadership of NT Christian Schools.



Key Duties and Responsibilities

ORGANISATIONAL

- Provide overall responsibility for the College Executive, working collaboratively across the organisation 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.
- Lead the school community towards achieving the objectives of the Campus Action Plan and the Board's Strategic Plan.
- Support the local School Council and report to the Council at each meeting as to achievement of the College's objectives.
- Oversee daily operations, staffing and marketing of the school, directing functions and staff according to mission, vision and values of NT Christian Schools in conjunction with the NTCS Hub as required.

CULTURAL & COMMUNAL

- Ensure effective staff development, deployment, appraisal, educational and pastoral support and relevant training.
- Maximise opportunities to access government programs, resources, authorities and committees to support school operations and promote the school in the community.
- Contribute to the spiritual life of the school by leading or assisting in religious services including prayer, devotions, worship, testimony and Christian curriculum.

EDUCATIONAL

- Provide educational leadership resulting in formative Christ-centred curriculum.
- Demonstrate faithful leadership and a willingness to engage in new and emerging technologies and curriculum from a sound biblical worldview and pedagogical basis.
- Provide supportive and positive Christian pastoral care to enhance general well-being and compassion for all staff, students, families and community in your care.
- Proven high level knowledge of contemporary teaching and learning programs relevant to complex and challenging, culturally diverse school environments.
- Be an excellent teacher and be flexible to teach all year levels as required.

FINANCIAL:

- Report to the Board through the CEO on school operations, financial performance and strategic progress.
- Exercise discretionary planning, risk analysis and decision making in line with accurate and current financial conditions of the school, especially with regard to the imminent closure of the Rio Tinto mine and withdrawal of Woolworths in mid-2027.
- Effectively manage school resources and the financial operations of the College.

About You

You are a Christ-centred leader whose authentic faith underpins both your personal and professional life. You lead with integrity in all that you do, building trust and confidence among staff, students, families, and the wider community.

You are highly relational and community-minded, with a genuine love for building meaningful connections. You represent the school with warmth, positivity, and energy, and take pride in being an active and visible presence within the community. You intentionally foster strong, respectful relationships with staff, students, and parents, creating a culture where people feel known, valued, and supported.

You are culturally aware and responsive, demonstrating sensitivity, respect, and a willingness to listen and learn. You are passionate about building authentic and meaningful partnerships with the local Yolngu community, honouring culture, language, and traditions. You also value collaboration and actively seek to strengthen partnerships with other schools and education providers within Nhulunbuy.

You are an approachable and solutions-focused leader who supports and empowers your team. You create an environment where people can thrive, grow, and contribute, and you are committed to developing staff both professionally and personally.

You are a visionary and creative thinker, with the ability to lead innovation and bring fresh ideas to life. You are motivated to see the school continue to grow and flourish, introducing new programs and opportunities that enhance student learning and wellbeing.



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.
- Dedicated work in developing and managing curriculum from a biblical foundation, compliant with the Australian Curriculum and NT Christian Schools framework.
- A faithful and inspiring educational leader, with experience in teaching, and demonstrated leadership and management in a school context.
- Experience working in a leadership position at a school with a Christian foundation.
- Ability to significantly contribute as part of a broader leadership team and fulfil the NT Christian Schools Strategic Plan.
- Experience in preparing and delivering Christian education while improving educational outcomes for students.
- Commitment to ensuring school culture contributes to student learning and continual improvement in educational results.
- Impeccable negotiation skills to facilitate establishing and maintaining relationships with Principals and leaders across multiple campuses.
- A history of significant management of information including reporting, analysis and decision making.

Desirable:

- Personal experience of living and working in a remote community with an understanding of the nuances that come with remote community living.
- Experience working with and the ability to quickly learn/adapt to different information management systems within a school setting such as Technology One, Canvas, Compass, or other similar platforms.
- Hold a Master of Education and/or 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 Licence.

Benefits

- | | |
|---|--|
| • 6 weeks annual leave +
6 weeks stand-down | • Ongoing professional Development |
| • 15 days personal leave | • Funded Masters qualification through NICE* |
| • Long-Service Leave pro-rata after 5 years | • Access to staff well-being program |
| • Tuition discounts for staff children * | • Subsidised housing |
| • Salary sacrificing and health care
corporate rates * | • Annual travel allowance |
| • Relocation assistance* | • Mentor allocation |

*Conditions apply

THE MISSION

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



Get to know us



1306 students



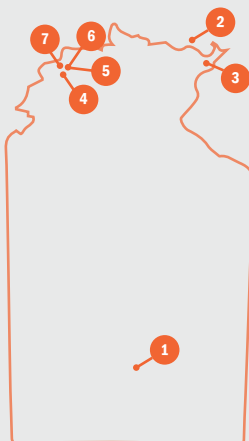
308 staff



7 schools
1 system office

BOARD OF DIRECTORS

CEO



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

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 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 (CEN). CEN 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.

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 a whole school approach. 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 Nhulunbuy

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 Nhulunbuy

Nhulunbuy (pronounced Nool-un-boy) is a unique coastal town on the Gove Peninsula in East Arnhem Land, Northern Territory. Home to around 3,500 and offers all the essentials of modern living, including schools, a hospital, shopping centres, childcare, restaurants, and sporting facilities, within a close knit community on Indigenous-owned land.

History

The town was developed in 1971 to service the bauxite mine and alumina refinery, located about 15 kilometres away. While industry played a key role in its establishment, Nhulunbuy has grown into a well-rounded and independent community.

Climate

Nhulunbuy enjoys a tropical savannah climate. The dry season brings warm, sunny days with temperatures around 28-30°C—perfect for

outdoor living. The wet season delivers heavy tropical rainfall and lush, green landscapes.

Travel & Access

Despite its remote feel, Nhulunbuy is well connected, with daily flights to Darwin and Cairns. It can also be accessed by 4WD via the Central Arnhem Road, linking to major highways.

Things to See & Do

Life in Nhulunbuy centres around its stunning natural environment. Residents enjoy pristine beaches, clear blue waters and unspoiled islands along the Arafura Sea. Popular activities include fishing, boating, snorkelling, and diving among vibrant coral reefs. The area is renowned as one of Australia's last great fishing frontiers, with nearby island chains offering exceptional experiences. Community hubs like the Gove Yacht Club provide a relaxed place to unwind, making the lifestyle both adventurous and social.

KEY INFO

Gove Peninsular, East Arnhem Land, Northern Territory

- Population – 3,500 residents
- 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.

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) and carers leave.
- Two (2) days of 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 three times per year and twice per term (online) to align and grow together.

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 Nhulunbuy we seek to provide an education that is Christ centred, biblically grounded, academically rigorous and culturally engaging. We are committed to loving the students entrusted to us. This is expressed by seeking what is in the best interest of those in our school community, especially the students in our care. Our students are God's "image bearers" which gives them inherent worth. This is also true of our staff and parents. As an educational institution we strive to stretch our students academically and to provide an environment that is safe and nurturing in which they can flourish. As part of that, students are expected to be respectful of staff and of the learning of other students."

Alice Mustin, CEO, NT Christian Schools

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.

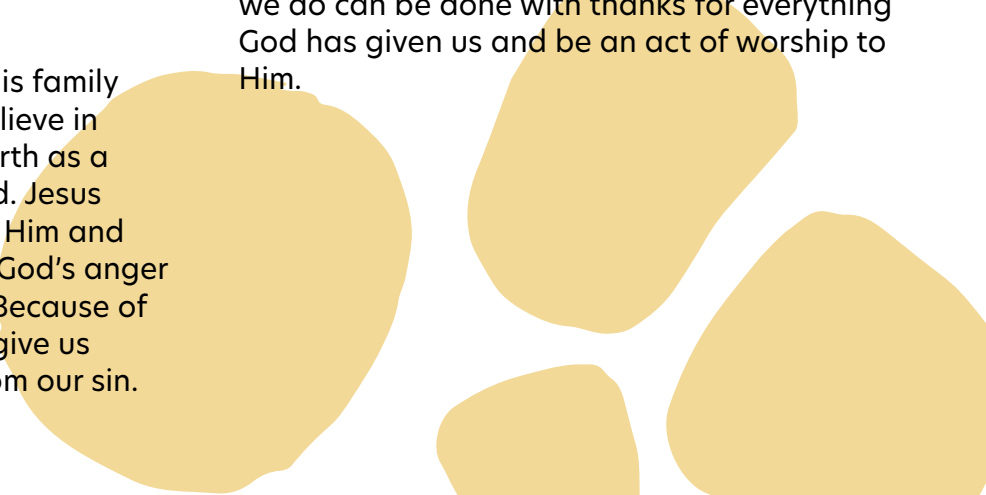
Believing in Jesus and why He died for us is the only way we can be in God's family again.

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 Nhulunbuy Christian College can be found on our website:
www.ntchristianschools.com.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



READY TO MAKE AN

impact?

Lead and serve in the Northern Territory

NT CHRISTIAN SCHOOLS IS SEEKING A PRINCIPAL TO LEAD WITH US IN 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.

 NHULUNBUY

NHULUNBUY CHRISTIAN COLLEGE

Situated in a remote mining town of East Arnhem Land, Nhulunbuy Christian College is proud to support more than 140 students and are seeking a capable executive leader to join our senior leadership team.