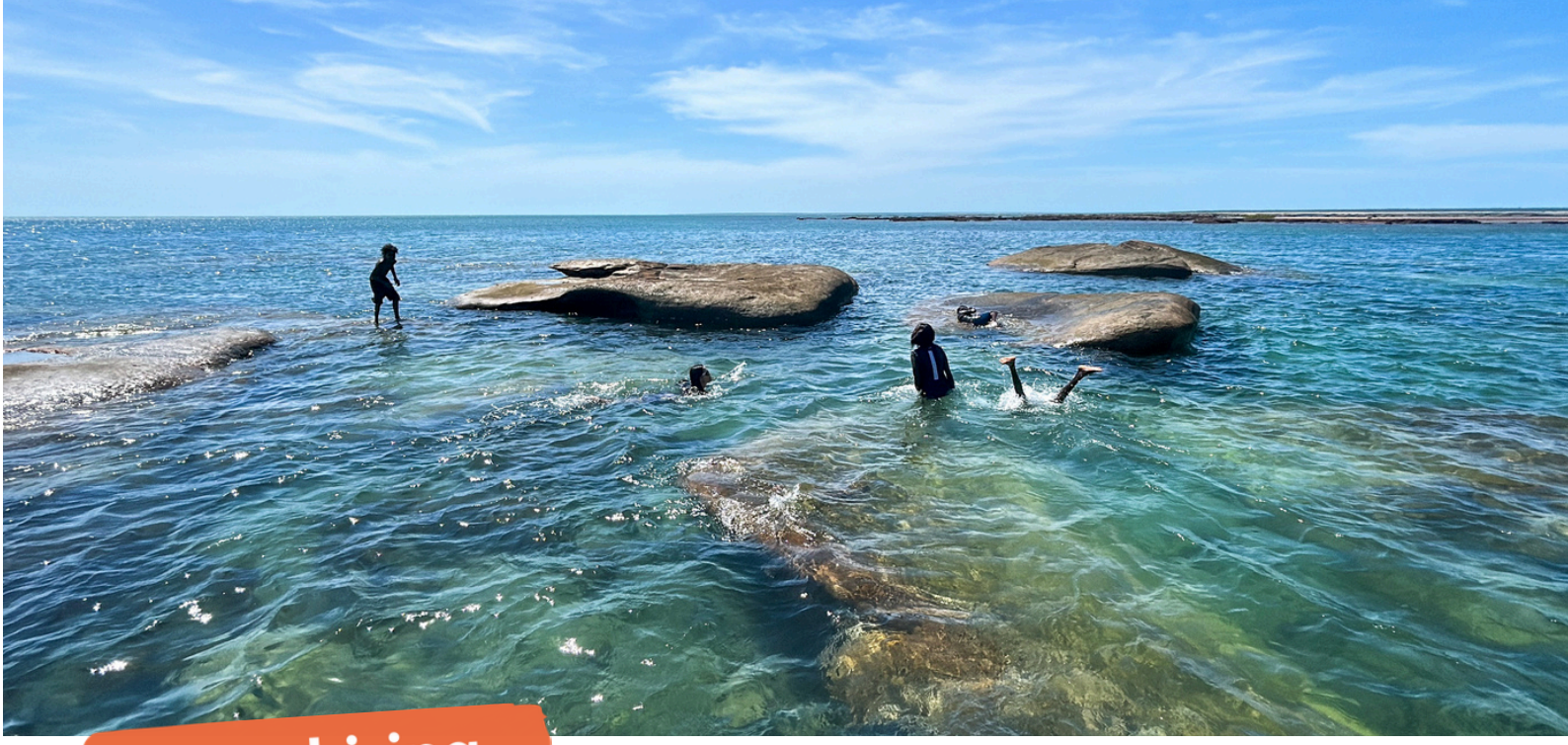

Now hiring

ACTING ASSISTANT PRINCIPAL

GÄWA CHRISTIAN COLLEGE

NT CHRISTIAN SCHOOLS

JOIN US IN 2027!

Gäwa Christian School is seeking an Acting Assistant Principal to serve our Yolŋu community for the 2027 school year, commencing January 2027 (maternity leave coverage).

This key leadership role supports the Principal in guiding the school in line with NT Christian Schools' strategic direction, championing quality Christian education, strengthening staff teams, and ensuring daily operations reflect our shared vision of God's Kingdom on earth.

At Gäwa, leadership is deeply connected to our values of safety, connection to Country, and honouring God's provision. You'll help nurture a learning environment where students feel known, staff feel supported, and the community continues to flourish.

If you're passionate about educational leadership within a vibrant Christian community, and excited to invest in Gäwa's unique story, we'd love to hear from you. Apply and join a team living out a heartbeat for the Territory.

WHY WORK WITH US

- Six weeks annual leave + stand down
- 15 days personal leave
- 12% Super Contribution
- Long-Service Leave pro-rata after five years
- Funded Masters degree through NICE*
- Salary Sacrificing and health care corporate rates*
- Relocation assistance*
- Ongoing professional development
- Up to 18 weeks paid maternity leave*
- Access to staff wellbeing program

IN ADDITION..

- Accommodation/ Internet and utilities
- Annual remote travel allowance including dependents
- A sponsored site visit (preferably two weeks) giving you the best idea of what life could be like in Gawa.
- Employment package includes provision of housing, telephone line, internet (with some government restrictions), freight of food supplies

*Conditions apply

APPLY NOW

ntchristianschools.com.au

human.resources@ntchristianschools.com.au

Applications are processed as they are received

JOB DESCRIPTION

Job Title:	Assistant Principal 2027
Job Type:	Full time (1.0FTE), Fixed Term
Salary Classification:	NT Christian Schools TEX1 scale
2026 Salary Range:	TEX salary dependent on experience, ratio and qualifications - per annum plus superannuation contribution of 12% of your annual salary.
Annual Leave	6 weeks + stand down
Location:	Gawa Christian School
Reporting to:	Principal
Date advertised	August 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

Located on beautiful Galiwin'ku (Elcho Island) and opened in 2004, Gäwa Christian School is blessed with stunning landscape and sea views. Elcho Island is an island off the coast of the Northern Territory, and is approximately 55 km long and 6 km across at its widest point. Gäwa is the northernmost tip of the island, looked after by the Warramiri clan. Gäwa Christian School provides Christian education from Transition to Year 10. The school currently has three classes of 10-20 students each: GETKIT (Prep to Year 3), GUKUWAL (Year 4-10 GIRLS), MURRYIL (Year 4-10 BOYS). Gäwa is an integral part of the local community and is well respected by local residents and elders.

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 central role of the Assistant Principal is to facilitate the effective operation of the college for all students in accordance with the strategic plans of NT Christian Schools and Gäwa Christian School, under the direction of the Principal.

The Assistant Principal must champion the implementation of a quality Christian educational program and serve in the leadership team to achieve organisational goals and policies by managing operational activities and meeting legislative and governance requirements pertinent to NT Christian Schools.

Within this community, it is a core requirement of this role that you model Christian principles by example, at all times acting in a manner consistent with the Policies and Procedures of NT Christian Schools, in order to provide an effective witness to the beliefs of NT Christian Schools. This role requires the teacher to teach religious education consistent with the Policies and Procedures of NT Christian Schools.

The central responsibility of this role is to be responsible for the development and promotion of a positive school culture and to support key stakeholders in fulfilling the mission and vision of NT Christian Schools and Gäwa Christian School

A key function of the Assistant Principal is to coach and mentor the leadership team and enable opportunities for aspiring leaders on staff.

Key Duties and Responsibilities

The Assistant Principal is collectively responsible, as a member of the school leadership team, to oversee:

- teaching and learning;
- daily school operations;
- event management and logistics;
- professional growth; and
- welfare and behaviour.

The Assistant Principal is responsible as a member of the leadership team to deliver both the NT Christian Schools Strategic Plan and Gäwa Christian School Annual Action Plans across the five areas identified as:

Our People: Attracting and developing quality Christian staff is critical to our success and achieving our mission.

Our Facilities: providing the places where we come together and learn and they need to be fit for purpose, adaptive to changes in teaching and learning and be compliant with various legislation and building codes.

Our Teaching and Learning: providing quality Christian education through our schools and early learning is critical to achieving our mission. Working collaboratively with parents and further improving behaviour management strategies will enable a renewed focus on the quality of teaching and learning and student achievement.

Our Community Engagement: bringing hope to the world requires us to be beacons of light in the communities we serve. We will work to improve our presence in the community and share both the good news and the work we are doing. We will also highlight the gifts and achievements of our students.

Our Stewardship: effectively and carefully governing NT Christian Schools and stewarding our resources ensuring that we live within our means while effectively planning for the future. We will improve efficiency and processes and streamline where we can.

The role in our community context

Gäwa Homeland was re-established in 1985 to be a place set-apart, where families could be safe, connected to the land, delighting in God's provisions, and praising Him as caretakers. Every role in Gäwa Christian School sits within the Gäwa Community Vision (see below) which in its essence is a vision of God's Kingdom on earth. The job description for the role sits within this vision.

GÄWA CHRISTIAN SCHOOL

NT CHRISTIAN SCHOOLS

Assistant Principal – 2026 Term 1 Start, 1.0FTE

The joys of a small school come with big responsibilities. Guided by God's wisdom through a biblical lens, traditional ancient knowledge and the Australian Curriculum, the Assistant Principal will champion all areas of the community vision.

ROMMI (the way of law)

The Assistant Principal will:

- Lead a life surrendered to Jesus, captured by His love and obedient to His leading
- Follow God's Word and His Holy Spirit when participating in decision making, also guided by the Policies and Procedures of NT Christian Schools, and Yolŋu laws
- Learn the different ways of being and doing within the Yolŋu kinship system and law

MÄGAYA (the way of peace)

The Assistant Principal will:

- Be a peacemaker, understanding and honouring each person's roles and responsibilities within the school and wider kinship network
- Be prayerful and consultative
- Bring truth and grace in conversations

RAYPIRRIMI (having discipline) and **RERRINHARRA** (without sickness)

The Assistant Principal will:

- Be a model of physical, mental and spiritual discipline who staff, students and families can follow and be inspired by
- Be an advocate and example of health and fitness in the school and wider community

MARŊGIKUNHAMI(having/giving knowledge)

The Assistant Principal will:

- Follow the Yolŋu homelands pattern of engagement of *malthun-nhäma-ŋäma-djäma-märram* (follow-watch-listen-work-take) and seek to apply this in classroom learning
- Be able to lead consultation and implementation of pathways programs and experiences for our secondary students

- Share knowledge of Western systems and enable all staff to access this knowledge as needed
- Be skilled in risk mitigation and safety protocols and able to share and apply this knowledge

GUŊGA'YUNAMIRR (giving/receiving help) and **GURRUTUMIRR** (having family)

The Assistant Principal will:

- Learn the local language and build relationships
- Teach skills that our students can use to serve their families and communities
- Lead in the planning, delivering and assessing of literacy and numeracy lessons that address real-life needs and promote God's Kingdom vision in Gäwa
- Be willing to develop learning units that recognise how everything in Yolŋu life sits within the family context, honouring specific roles and students' autonomy and agency

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.
- 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.
- Demonstrate the exemplary educational professional standards with the ability to lead and mentor others.
- 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.

Please click the link to the Australian Professional Standards for Teachers (APST)

(australian-professional-standard-for-principals-and-the-leadership-profiles (aitsl.edu.au)**)**