

Deputy Principal | Student Culture

INTRODUCTION TO THE COLLEGE

Mazenod College was established in 1966 by the Oblates of Mary Immaculate, served through two Oblate Priests, Fr Dennis McCarthy OMI, and Fr Ian Mackintosh OMI. The Charism of St Eugene de Mazenod OMI inspired these pioneering Oblates to build a Catholic boys' school on 21 acres of bushland on the Darling Scarp in Lesmurdie, Western Australia. On the 14 February 1966, they welcomed the first Year 6 and Year 7 students to Mazenod College and the Boarding Residence was established in 1967, providing the vital opportunity of education to rural students.

Today, Mazenod College is a thriving community which continues to be guided and supported by an Oblate presence and a commitment to providing a safe and nurturing, quality Catholic Education for boys. Celebrating its 60th Anniversary of the day school in 2026 and the 60th Anniversary of Boarding in 2027, over 900 students from Years 7-12 attend Mazenod College, with approximately 100 young men receiving their educational journey as members of our Boarding community. These students come from a wide range of rural and remote areas within Western Australia and beyond. The Mazenod College Boarding experience is a journey of growth, guided by the Charism of St Eugene de Mazenod and the Oblate tradition of community. The personal and spiritual care of each young man is a priority for all our Boarding students. In our Cebula Residential Community, a sense of a home away from home permeates every part of the Boarding life.

Mazenod College specialises in boys' education and offers an extensive range of learning opportunities both inside and outside of the classroom. We strive to offer a rich and holistic education for each boy. The College is equipped with a Chapel, spacious grounds and modern facilities that support a diverse range of interests and learning opportunities which support the holistic development of young men, grounded in faith. Mazenod College's aspiration is not to be one of the best schools in Western Australia, rather, one of the best schools for Western Australia.

Mazenod College challenges students to go to the margins, act with respect and dignity, approach life with courage and passion and develop their hearts so they can be men of compassion. St Eugene de Mazenod and the Oblates of Mary Immaculate call all our students to 'Come, learn who you are in the eyes of God.' Our young men are supported in their development to leave the College as well-rounded young men holding high aspirations, with a commitment to making a positive difference in the world.

Central to the life of Mazenod College is the strong partnership between families and the College. We recognise that parents and caregivers are the primary educators of their sons, and through open communication, mutual respect, and shared aspirations, we work together to support the growth, wellbeing, and success of each young man.

Staff play a vital role in this partnership, serving not only as educators but also as mentors, role models, and guides. Through their commitment, care and witness to the values of the Gospel and the Charism of St Eugene de Mazenod, they help shape young men of faith, character, compassion, and purpose.

A strong sense of community known as the 'Mazenod Spirit' provides a sense of pride for our Students, Staff, and our Old Boys alike.

ACCOUNTABILITY

Position Title: Deputy Principal | Student Culture
Accountable to: The Principal
Responsible to: The Principal

THE ROLE

The Deputy Principal | Student Culture is a crucial Senior Leadership Position at the College. As a member of the College Leadership Team the Deputy Principal | Student Culture shares the responsibility in ensuring that Mazenod College maintains its authenticity and identity as a quality Catholic Education College in the Oblate tradition, and that this is transparent to all those associated with the College community. They will provide a vision for, and leadership of, the College as a faith learning community which seeks to maintain the safety, welfare and dignity of each student which encourages the young men on their journey to 'come learn who they are in the eyes of God.'

Within the context of Christian Leadership, the Deputy Principal | Student Culture must be an excellent communicator who promotes collegiality and harmony amongst all members of staff. They must be visionary, innovative, pro-active, and responsive to the overarching Vision and Mission of Mazenod College.

The Deputy Principal | Student Culture has the responsibility for all aspects of Student Welfare, Child Safety practices, Pastoral Initiatives, Behaviour Management, and Intervention Strategies. Furthermore, they will seek to develop, align, and celebrate the Pastoral Care Program, Student Wellbeing initiatives and Student Leadership and Formation. An important characteristic of this role is leading the culture in which boys feel safe, cared for, and continue to strive for personal excellence. The championing of Student Voice and Student Agency across the full life of the College is an integral part of this position.

The Deputy Principal | Student Culture provides effective delivery of a quality Catholic Education for all students at Mazenod College, and in their capacity as a Senior Teacher and Senior Leader they are expected to be a strong and convincing model for other Teachers. Therefore, in addition to their portfolio responsibilities, they will be required to undertake a teaching role, particularly in the Religious Education learning area. This reflects a balance between staffing requirements and role responsibility, as negotiated with the Principal.

KEY RESPONSIBILITIES

1. CATHOLIC IDENTITY AND OBLATE MISSION LEADERSHIP

- Give active witness to the faith life of the Catholic Church.
- Model and promote the Catholic faith, Gospel values, and the Oblate Charism throughout the life of the College.
- Ensure that the relevance and expression of the Oblate Values and Charism are evident to all staff, students, parents, and community members, across the life and all daily practices of the College.
- Liaise with the Principal, Rector and Director of Catholic Faith and Oblate Mission to create a positive culture to develop all religious life and faith formation of students.
- Engage in meaningful formation with the Charism of the Missionary Oblates of Mary Immaculate to build rapport and relationships with the Rector.
- Liaise with the Principal, Rector and Director of Catholic Faith and Oblate Mission to ensure that all students experience Catholic faith, liturgy, culture, sacramental life, and traditions in meaningful and authentic ways.
- Support the Principal in advancing the College Vision, Mission, and strategic priorities.
- Liaise with the Principal and Vice Principal to articulate the College's priorities and strategies and communicate, direct, and monitor relevant policies and procedures regarding Child Safety and Safeguarding.
- Undertake a teaching role in the Religious Education learning area (or other), as determined by the Principal.

2. STRATEGIC LEADERSHIP AND GOVERNANCE

- Partner with the Principal and College Leadership Team to develop, implement and evaluate the College Strategic Plan and School Improvement Plan
- Provide leadership and strategic direction for the College in the area of Student Wellbeing and Pastoral Care
- Contribute to the Governance, Compliance, and accountability consistent with Catholic Education of Western Australia (CEWA) Legislative requirements and College expectations, with particular focus on Child Safety and Pastoral Care Policies and practices.
- Develop and review relevant Child Safety and Pastoral Care Policies and practices.
- Plan for and promote the Professional Learning initiatives.
- Research, promote and effectively implement aspects of Restorative Practices within Behaviour Management processes.
- Ensure the Mission of the College is active and authentic across Student Culture within our College Policies, Programs, and Strategic Direction
- Effectively Chair Pastoral Leadership Team meetings

3. PEOPLE AND CULTURE LEADERSHIP | STUDENTS AND STAFF

- Lead in the effective implementation of a positive Student Behaviour Management Policy and Process which is reflective of the Charism, Mission, and Vision of the College
- Promote an active and informed involvement of parents and the wider College community in the learning process, especially in relation to the promotion of a positive student culture.
- Support the growth of House Charism identity in support of the Director of Catholic Faith and Oblate Mission, and the House Charism Coordinators
- Liaise with the Director of Boarding to actively support the full care and wellbeing of the College's Boarding students.
- In collaboration with the Deputy Principal | Teaching and Learning and Learning Diversity teachers, oversee the Case Management of students identified as having diverse learning needs.
- Lead in the Professional Growth, Development and Mentorship of all members of the Pastoral Leadership Team
- Foster a positive, collaborative, and high-performance culture aligned with the College's Vision and Mission
- Act as an exemplary Role Model and Mentor to staff with regard to professional and respectful dealings with students, parents, and staff.
- Monitor all aspects of Student Attendance to maximise student engagement in learning.

4. EDUCATIONAL LEADERSHIP

- Design and implement a comprehensive Student Orientation Program for Year 7 students, in addition to Student Transition programs at all crucial transition stages across secondary education, including Year 13 Programs
- Design and implement a well-structured and highly relevant Student Leadership Program across Years 7-12 that is a catalyst for student growth and creates an authentic culture of student voice and agency for a wide range of students.
- Direct and support the Heads of Year Support in the design and delivery of an evidence-informed Pastoral Care Program from Years 7-12 that has a clear scope and sequence, which addresses the specific needs of adolescent boys.
- Support excellence in Teaching, Learning, Student Wellbeing, and holistic formation in boys' education.
- Monitor pedagogical approaches in Teaching and Learning across the College, with a particular focus on building positive relationships, and the promotion of positive approaches in the classroom.
- Ensure strategic alignment between Academic and Pastoral initiatives.
- Promote evidence-informed practice, innovation, and continuous improvement in boys' education.
- Build strong partnerships across the College and wider community to enhance student outcomes.
- In direct consultation with the Deputy principal | Teaching and Learning lead the implementation of College's Protective Behaviours Curriculum, including the Keeping Safe Child Protection Curriculum and all associated Staff training.

5. STEWARDSHIP

- Provide leadership in the stewardship of human resources in the Pastoral Care and Student Wellbeing strategic priorities of the College.
- Provide leadership in the stewardship of the College's resources and operational systems, ensuring accountability, effective governance, prudent, Risk Management and fidelity to the College's Mission

6. COMMUNITY MISSION AND ENGAGEMENT

- Foster and strengthen life-giving relationships with students, families, Oblates, staff, Old Boys, parish communities and all who share in the Mission of Mazenod College
- Strengthen connections with Boarding students and their families across rural and regional Western Australia and beyond by fostering clear communication, pastoral support, and meaningful opportunities for engagement, ensuring students feel connected, supported, and able to thrive while living and learning away from home.
- Give visible witness to the Gospel and the Oblate Charism through authentic leadership that advances the Mission, Values, and enduring legacy of the College.

OTHER DUTIES

- Assist the Principal and Vice Principal with Student Enrolment Interviews
- Attend College functions and Community events as a member of the College Leadership Team
- Undertake any other duties or responsibilities as required by the Principal or delegate.

KEY RELATIONSHIPS

The following roles report directly to the Deputy Principal | Student Culture:

- Heads of Year
- Mental Health Practitioners
- First Nations Program Coordinator
- The Rite Journey Coordinator

The Deputy Principal | Student Culture has the following key relationships:

- College Leadership Team
- Oblate Rector
- Pastoral Leadership Team
- Academic Leadership Team
- Head of Learning Area | Learning Diversity
- College Nurses
- Student Services Officer

REMUNERATION AND TENURE

Remuneration: The remuneration for this position will be commensurate with qualifications, skills, and experience of the successful applicant; and in accordance with the WA Catholic Schools Teachers Enterprise Agreement 2023

Tenure: The contract of employment is for a tenure of eight years (8), subject to successful Reviews during the third (3rd) and sixth (6th) years.

ESSENTIAL CRITERIA

The Deputy Principal | Student Culture will:

- Be an active member of the Catholic Church with a commitment to promoting the teachings of the Church and the Charism of St Eugene de Mazenod.
- Have the desire and capacity to form a respected, valued, and collaborative relationship with the Principal, Vice Principal, Oblate Rector, and the College Community for the sake of the Mission of the College
- Have a minimum of five (5) years' experience in a relevant Middle Leadership position
- Have completed or be working towards the requirements for Accreditation to Lead in a Catholic School and maintain this level of Accreditation.
- Hold relevant Teaching qualifications that include Post-Graduate qualification in Education, Leadership, Religious Education, and/or Theology.
- Be currently and Fully Registered with the Teachers Registration Board of Western Australia (TRBWA)
- Be able to demonstrate a high level of competency in the responsibilities and duties listed under each of the six (6) Key Responsibilities of Leadership of the Deputy Principal | Student Culture
- Have a minimum of ten (10) years teaching experience.

On appointment, the successful applicant will be required to:

- Have a current Teacher Registration Board of Western Australia (TRBWA)
- Have a current Working with Children Check (WWC)
- Undergo Child Protection and Mandatory Reporting Training
- Undergo Staff Code of Conduct Training
- Acquire and /or maintain relevant Accreditation requirements to Lead in a Catholic School

DESIRABLE CRITERIA

The Deputy Principal | Student Culture will:

- Have experience and proven performance in a similar or related role within a school environment.
- Have an educational vision and strong sense of purpose consistent with the Oblate and College Mission
- Demonstrate a passion and deep commitment to boys' education.
- Demonstrate effective leadership in Catholic Education, sound management, and interpersonal skills, and the ability to lead and facilitate change within a collaborative and innovative environment.
- Have a proven record of success as a Secondary Teacher with extensive knowledge of current educational theory and contemporary learning and teaching practices.
- Knowledge and experience of contemporary practices in the area of Student Wellbeing and Pastoral Care

Learn what you are in the eyes of God.

- Demonstrate the ability to assist in the development of Community amongst Teaching and Support Staff, Students and Parents
- Working with the College Leadership Team, have the desire to lead Cultural Change and Community Development