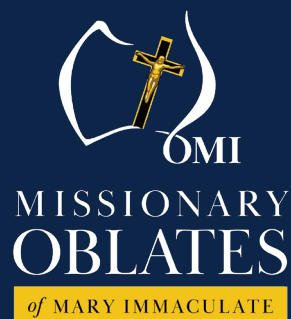




Vice Principal Applicant Guide



Moments of Grace



VICE PRINCIPAL APPLICATION GUIDE

The Principal of Mazenod College, Lesmurdie, Western Australia, invites expressions of interest for an exciting and inaugural Senior Leadership position as the Vice Principal at the College. As a member of the College Leadership Team, the Vice Principal will collaborate with and share in the authority and responsibility of the Principal in the overall strategic leadership of the College.

THE POSITION

The Vice Principal is the Principal's key strategic partner and a senior member of the College Leadership Team (CLT). Working closely with the Principal, the Vice Principal shares responsibility for the leadership, strategic direction and effective operation of the College, while supporting the Principal and Rector in promoting the College's Vision and Mission, and in maintaining the fidelity of the College's Catholic identity in the Oblate Charism.

Acting with delegated authority, the Vice Principal provides leadership across People and Culture, Organisational Effectiveness, Governance, Compliance, Child Safeguarding and School Improvement. The role ensures strategic alignment across College operations, supports informed decision-making and fosters a culture of excellence, wellbeing and accountability.

The Vice Principal acts as Principal in the Principal's absence.

Applications Close: **9:00am, Monday, 3 August 2026**

Commencement Date: **1 January 2027**

Confidential Enquiries: employment@mazenod.wa.edu.au

SAFEGUARDING WITHIN AN OBLATE MINISTRY

The Oblates of Mary Immaculate are actively committed to fostering communities of safeguarding that recognise and uphold the dignity and rights of all children and vulnerable adults.

As a treasured ministry of the Australian Province, Mazenod College holds a special place within the heart of our Congregation.

Having an Oblate presence in all of our schools continues to be a priority for our Province.

When searching for a new Vice Principal, we believe that it is important to share in this priority as part of the information pack.

From the moment anyone joins the Mazenod community, everyone should learn of their value as human persons. Every aspect of the school's life should reflect a Christian pastoral dimension.

The pastoral dimension of a Catholic school needs to include the mutual care and support staff demonstrate both towards one another and their students.

The Oblates of Mary Immaculate (OMI) hold the care, safety and wellbeing of children and vulnerable adults as a central and fundamental responsibility of our Congregation.

Children and vulnerable adults have a right to be safe and we commit to ensuring and protecting these rights in all Oblate ministries.

We commit to policies and processes which reduce the likelihood of harm and respond appropriately to disclosures and allegations.

We commit to providing the necessary resources to ensure compliance with all relevant child protection laws, regulations and the National Catholic Safeguarding Standards and to maintain a child-safe culture.

A familiarity with the Oblates' commitment would be essential for the Vice Principal of Mazenod College.

[Safeguarding Children & Vulnerable Adults](#)



ST EUGENE DE MAZENOD OMI AND THE MISSIONARY OBLATES OF MARY IMMACULATE

The Missionary Oblates of Mary Immaculate is a Catholic Congregation founded in 1816 by a young French priest, Eugene de Mazenod. Eugene was born into a wealthy family that had deep roots in the traditions of French nobility.

As a child, however, these traditions were shattered by the French Revolution, and young Eugene was forced to flee to Italy with his mother and sister to escape the guillotine.

Returning to France as a young man, Eugene was stunned by the chaos and destruction he saw all around him.

In particular, he was deeply saddened by a society that had lost its sense of God and had forgotten the unique dignity of every human person.

Moved by the plight of his own people, Eugene became a priest and dedicated himself to serving those who found themselves on the margins of society.

Eugene quickly realised that in order to fulfil his mission, he needed a certain amount of autonomy, and he longed to create a religious family.

With a small group of fellow priests, he formed a new congregation, which was approved by the Pope in 1826 as the Missionary Oblates of Mary Immaculate.

Eugene's desire to bring people to appreciate their dignity before God moved him to constantly seek out the poor and those in most need, so that they might realise just how precious they are in the eyes of God.

He compelled his Oblates to speak in a language that regular people could understand.

One of Eugene's most powerful statements has become the motto of Mazenod College: "Learn who you are in the eyes of God."

This statement reflects Eugene's vision of empowering individuals to recognise their unique dignity and worth as children of God and that they are loved unconditionally.



The Oblates arrived in Fremantle, Western Australia, in 1894, just 34 years after Eugene's death, and eventually founded Mazenod College in 1966.

On 3 December 1995, Eugene de Mazenod was canonised a Saint by Pope John Paul II, affirming his lasting legacy of serving those in need while also empowering individuals to recognise their worth in the eyes of God.

He was also declared the Patron Saint of Dysfunctional Families, which gives him a special role in eternal life that also inspires us.

The Missionary Oblates work to continue Eugene's vision in all five continents of the world. His message of dignity, hope and God's unique love for us is being shared today with millions of people.

SCHOOL BACKGROUND

Lift Your Eyes to the Hills - Psalm 121

In 1966, two Oblate priests in Lesmurdie had a dream to establish Catholic education for boys in the hills above Perth. With the help of local supporters such as Member of Parliament, Mr Kenneth Dunn, and real estate agents, they secured a block of land for Education Endowment, and the task of raising funds to build the school began.

It is the charism of St Eugene de Mazenod OMI that inspired these pioneers and continues to inspire us now. Despite the challenges, land clearing began in May 1965 with the first Mazenod College building completed in just one year.

Fr Dennis McCarthy OMI and Fr Ian Mackintosh OMI welcomed the first Grade 6 and 7 students on 14 February 1966. Mazenod College was officially opened on 8 May of that same year. A Boarding residence was established in 1967 to provide quality education to rural students.

Today, Mazenod College is a thriving community guided by the Oblate presence, tradition and commitment to Catholic education. The College's community spirit, known as "Mazenod spirit," is a source of pride for students, staff and Old Boys alike.

Mazenod College is one of four colleges founded by the Oblates in Australia, sharing a common vision and mission with Iona College (Queensland), St Eugene College (Queensland) and Mazenod College (Victoria), all inspired by the vision of St Eugene de Mazenod.

The College sees itself playing a positive role within the local and wider communities. Mazenod College has aspired not only to be one of the best schools in our State, but more importantly, one of the best schools FOR our State.

Through a wide range of initiatives, the College community reaches beyond its grounds to share the Good News of Jesus Christ.

Serving those in need, caring for the environment and assisting our families and students to fulfil their potential as loved children of God have been very high priorities of the College.

The College has a strong relationship with St Brigid's College, also in Lesmurdie, and many of our families belong to both school communities. This relationship ensures that while each school focuses on the boys' and girls' educational needs, it retains a key support for appropriate opportunities to engage together.

Mazenod College is equipped with modern facilities that support 21st-century learning and the holistic development of young men.

Situated on 21 acres of bushland on the Darling Scarp, our campus boasts a range of facilities that cater to the diverse interests and talents of our students.

The College has invested in facilities as well as in our people and this has been a source of great pride.

The College Chapel, Design and Technology Centre, Ovals, Classrooms, Performing Arts Complex and Boarding have all deeply added to the opportunities available to our community. Our College website highlights these facilities well.

SCHOOL AT A GLANCE

STUDENT ENROLMENTS



810
DAY STUDENTS



95
BOARDERS

BOARDING HOME TOWNS

Ardath
Aubin Grove
Badgingarra
Bali
Balingup
Bassendean
Baynton
Beacon
Bencubbin
Bolgart
Bowgada
Broome

Burakin
Cadoux
Cannington
Clackline
Cunderdin
Dampier
Peninsula
Dardanup
Derby
Dumbleyung
Exmouth
Fremantle

Girraween
Halls Creek
Jitarning
Jurien Bay
Kalannie
Katanning
Kellerberrin
Konongorong
Kulin
Lake Grace
Merredin
Miling

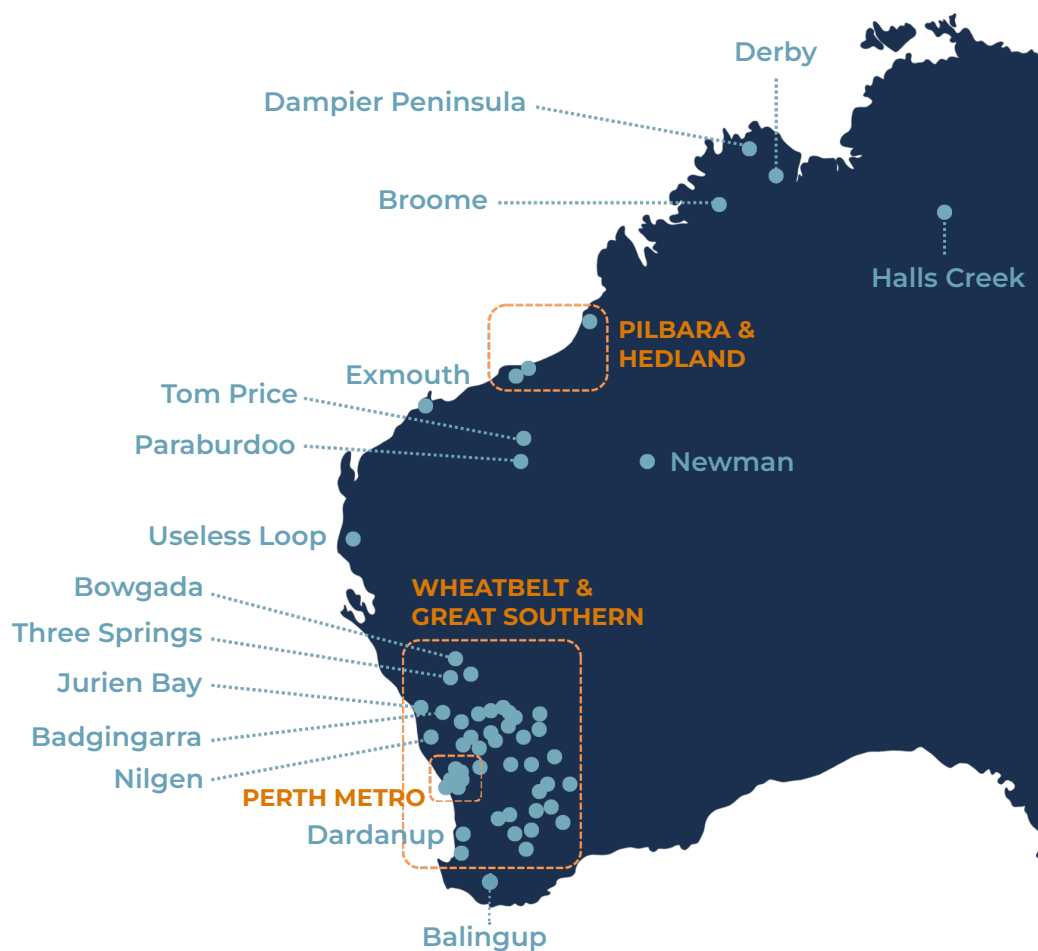
Moora
Narrogin
New Norcia
Newman
Nickol
Nilgen
Old Plains
Paraburdoo
Perenjori
Pithara
Point Samson
Port Hedland

South Hedland
Swan View
Three Springs
Tom Price
Useless Loop
Wagin
Wannamal
Wickham
Williams
Wongan Hills
Yarralin
Yokine



Bali

Northern Territory
Yarralin



BOARDING AT MAZENOD COLLEGE

Within one year of the College's foundation in 1966, the long-held dream of the Oblates to serve the people of regional Western Australia was realised with the establishment of the College's Boarding Community.

Saint Eugene de Mazenod OMI was from Aix-en-Provence in regional France and the Oblate ministries of the world hold a special place for families from remote areas.

Since 1967, Mazenod Boarding has been a treasured component of College life.

The Principal of Mazenod College, alongside the Director of Boarding, with the support of the Oblate Rector, take their roles extremely seriously in ensuring a safe, positive and prosperous environment.

Mazenod College remains accessible to regional working families through its fee and support structure and the College enjoys a reputation of care and engagement with our families that extends throughout the State.

With a full enrolment of Boarders, we have great confidence that St Eugene de Mazenod would indeed be delighted with our mission to serve West Australian families.

The Boarding House is named after Blessed Jozef Cebula OMI, an Oblate priest from Poland who was martyred during World War II by the Nazis in Austria. His sense of courage and defiance of the horrors of war, and his willingness to stand alongside those in need make him a wonderful patron.

In the Cebula Residential Community, a sense of home permeates every part of boarding life as boys get to know and develop an appreciation for the diverse cultures and backgrounds that make up our boarding family.

We are a united and inclusive residence of boys and young men from Years 7 to 12 who call the Kimberley, the Pilbara, the Murchison, the Wheatbelt and the South West of the state home.

With over 20 dedicated staff members led by the Director of Boarding, the Boarding team works together to create an environment filled with warmth and care - a second home.

Our staff understand the challenges adolescents and their parents face and ensure that they are side by side with each boy through every phase of the Boarding journey.



GOVERNANCE AND PASTORAL STRUCTURE

Mazenod College is a ministry of the Australian Province of the Oblates of Mary Immaculate.

Over the past 60 years, the Oblates have worked alongside the local community to build a College with a very strong reputation for excellence in education alongside a generous heart for the wider community.

Recognising that education is a multifaceted and complex undertaking, the Provincial Leadership Team of the Oblates made the decision in 2005 to establish the College as a registered Company Limited by Guarantee, governed by a written Constitution.

This move aimed to ensure the development of our College and the promotion of the values of our founder, St Eugene de Mazenod OMI.

The Board of Directors oversees and guides the Principal to carry out the ministry of Catholic education and safeguard the College's values, ensuring it remains loyal to the aims of the Oblates who founded it.

They govern the College on behalf of the Congregation, ensuring that it operates consistently within its Constitution.

The Board's guidance helps the College provide high-quality Catholic education while staying true to its mission. The Principal is also the Chief Executive Officer of Mazenod College Limited and is accountable to the Chair of the Board.

Our present Board of Directors comprises dedicated and talented individuals who share our passion for boys' education and are committed to upholding our values and traditions. Each Director has a specific area of skill and interest.

The Missionary Oblates of Mary Immaculate serve the College community in the pastoral roles of Rector and Chaplains. These roles assist the Principal, Leadership Teams, Staff, Families and, most importantly, the students in learning who they are in the eyes of God.



VICE PRINCIPAL ROLE DESCRIPTION

KEY RESPONSIBILITIES

Demonstrate a strong commitment to Child Safety and Safeguarding Practices and ensure such practices are embedded across all aspects of College operations and culture.

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 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 the religious life and faith formation of all staff and 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 and staff 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 Deputy Principal | Student Culture to articulate the College's Pastoral Care priorities and strategies and communicate, direct, and monitor relevant policies and procedures regarding Child Safety and Safeguarding

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 strategic leadership across College operations, policy development, Risk Management and Organisational Improvement
- Contribute to Governance, Compliance and accountability consistent with Catholic Education Western Australia (CEWA) Legislative requirements and College expectations
- Act as the Principal in the absence of the Principal

3. PEOPLE AND CULTURE LEADERSHIP

- Lead the Recruitment, Retention, Induction, Professional Growth and Wellbeing of staff
- Foster a positive, collaborative and high-performance culture aligned with the College's Mission and Vision
- Act as an exemplary role model and mentor to staff with regard to professional and respectful dealings with students, parents, and staff
- Oversee Staff Appraisal, Professional Growth and Leadership Development programs
- Manage Employee Relations, Complaints processes and Staff Welfare matters with professionalism and confidentiality
- Act as the College's designated Complaints Officer
- Maintain an accurate Complaints Register



4. EDUCATIONAL LEADERSHIP

- Support excellence in Teaching, Learning, Student Wellbeing and holistic formation in boys' education
- Ensure strategic alignment between Academic and Pastoral priorities
- Promote evidence-informed practice, innovation and continuous improvement in boys' education
- Build strong partnerships across the College and wider educational community to enhance student outcomes
- Liaise with the Deputy Principal | Teaching and Learning to articulate the College's Teaching and Learning priorities and strategies, and communicate, direct, and monitor relevant policies and procedures for the full benefit of student learning

5. STEWARDSHIP

- Provide leadership in the stewardship of human resources, Human Resources Management and 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

PLEASE NOTE: Copies of the below-listed qualifications and documents are required as evidence on Appointment.

ESSENTIAL CRITERIA

QUALIFICATIONS

- Hold a formal Degree in Education
- Have relevant teaching qualifications and postgraduate qualifications in Education, Leadership, Religious Education and/or Theology
- Be currently and fully registered with the Teacher Registration Board of Western Australia (TRBWA)

THE SUCCESSFUL APPLICANT 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 Board Chair, Principal and the Oblate Rector for the sake of the Mission of the College
- Have a minimum of five (5) years' experience in a Senior Leadership position within a school environment
- Demonstrate a high level of competency in the Key Responsibilities of Leadership outlined in the Vice Principal Application Guide
- Demonstrate a passion and deep commitment to boys' education
- Continue to support and develop our thriving Boarding community, particularly with a commitment to rural Western Australia
- Demonstrate a deep commitment to the wellbeing of students, staff and caregivers
- Possess a willingness and ability to undertake the duties of the Principal, in event of the Principal's absence
- Understand the requirement, from time to time, to undertake duties that are outside their normal Position Description but within their skills, competency and capability

DESIRABLE CRITERIA

THE SUCCESSFUL APPLICANT WILL:

- Have a proven ability to lead strategically in a school setting and promote a common sense of purpose
- Demonstrate an ability to think creatively and innovatively and enrich an existing culture of excellence in Teaching and Learning and Pastoral Care
- Demonstrate financial acumen and the ability to work collaboratively with the Principal to deliver on strategic priorities



APPLICATION PROCESS

Applicants for the position of Vice Principal of Mazenod College, Lesmurdie, are required to ensure that the following documentation is submitted by the due date:

1. Complete the fillable PDF Application Form (available from the College website)
2. A one-page Cover Letter addressed to the Principal of Mazenod College briefly outlining reasons for your interest in, and suitability for the position
3. A Statement of no more than four (4) pages (in total) addressing the Essential Criteria
4. A current Curriculum Vitae including the names of three (3) Professional Referees – one of whom is the applicant's current employer unless there is a sound reason for this not to occur. In that case, the reason must be stated and an alternative person nominated
5. A Parish Priest reference

CONDITIONS OF EMPLOYMENT

REMUNERATION

The remuneration package for the position of Mazenod College Vice Principal is in line with the Conditions of Employment for Principals and Deputy Principals of Catholic Education Western Australia (CEWA) Schools and includes an Oblate Allowance of 10% plus 12% superannuation.

TENURE

This appointment is Fixed Term for a period of ten (10) years, commencing 1 January 2027.

OTHER REQUIREMENTS

The successful applicant will also be required to:

- Hold a current Teacher Registration Board (TRBWA) registration number and a Working with Children (WWC) Card
- Successfully undertake a National Check of Employment Status

All applications must be received by 9:00am on Monday, 3 August 2026.

Applications are to be addressed to the Principal of Mazenod College and submitted in PDF format to: employment@mazenod.wa.edu.au

All confidential enquiries regarding the position may also be directed to the above email address.

Leave Nothing Undared for the Kingdom of God

- St Eugene de Mazenod OMI





MAZENOD COLLEGE

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