

JOB DESCRIPTION

Position: English Teacher – Full-Time

Appointed by: The Principal

Report Directly to: Head of Department – English

Overview:

The Illawarra Grammar School is a co-educational Anglican School located in the Illawarra, catering for students in Preparatory to Year 12.

The School is earning a reputation for achieving excellent educational outcomes for its students. This is a reputation that our learning community is determined to enhance.

The TIGS Statement of Mission and Values captures the School's fundamental commitment to quality teaching and learning that:

- has rigorous student learning as its core business;
- is built around the pursuit of academic excellence; and
- cultivates an aspirational ethos that pursues the achievement of outstanding learning outcomes.

The School's Mission Statement reads:

“The achievement of academic excellence in a caring environment that is founded on Christian belief and behaviour, so that students are equipped to act with wisdom, compassion and justice as faithful stewards of our world.”

A demonstrated commitment to, and support of, the School's Mission and Values Statement is essential.

Position Overview:

Teachers at Illawarra Grammar are professional educators who enthusiastically design and deliver rigorous learning that is underpinned by high expectations, high standards and best practice. They are passionate practitioners with a deep commitment to driving outstanding learning outcomes for students and conducting themselves in a manner that is edifying to all and honouring to the School. TIGS teachers work to create an atmosphere of mutual respect and trust between colleagues, parents and students, and between the students themselves.

The successful applicant will:

Whole School:

- Actively support the School's Statement of Mission and Values and the implementation of the strategic plan
- Promote the Christian ethos of the School, modelling service and servant leadership and embedding the concept of stewardship in the School's programs
- Exhibit the highest levels of communication, pedagogy, professionalism and commitment to the teaching of their relevant discipline
- Respect, foster and contribute to the School's culture in a way that is aligned with the School values
- Actively participate in the broader curriculum and activities of the School as required.

Senior School:

- Readily seek professional development and demonstrate best pedagogical practice
- Work collaboratively with other disciplines to achieve identified outcomes
- Attend weekly staff and faculty meetings
- Participate in wellbeing and pastoral initiatives and programs under the direction of the Head of Academic and Pastoral Care.

Department:

- Value excellence and seek to build this capacity in the team
- Provide quality and rigorous teaching and learning across the Department
- Collaborate with colleagues to develop programs and utilise effective teaching techniques in translating programs into productive and rigorous student learning experiences
- Implement scope and sequence of content as directed by the Head of Department
- Contribute positively to the direction of the Department in its pursuit of academic rigour and excellence
- Undertake other duties as required.

Classroom:

- Be able to articulate and model excellent understanding of pedagogy and curriculum
- Cultivate a culture of academic excellence and high expectations in the classroom
- Provide enrichment opportunities for advanced learners, ensuring that all students are appropriately challenged and engaged
- Implement quality formative and summative assessment strategies to improve student outcomes
- Collect, evaluate and use data resulting from Years 7 – 12 tracking of students in order to accurately measure student progress and enhance learning
- Establish and maintain standards of student behaviour needed to achieve an effective and efficient learning atmosphere.

Administration:

- Plan and organise work to meet schedules and timelines
- Follow school administrative procedures and compliance mandates
- Maintain, register and evaluate teaching and learning programs
- Undertake other duties as directed by the Principal.

The **selection criteria** for the position are as follows:

- Commitment to the School's Mission and Strategic Plan
- Relevant University/Tertiary teaching qualifications from a recognised institution
- Knowledge of current curriculum development and assessment procedures
- Demonstration of a deep understanding of best pedagogical practice and prioritisation of student learning.
- Commitment to personal and student growth
- Strong understanding of the relationship between student wellbeing and learning
- Knowledge of relevant NESA syllabi
- Support of the Christian ethos of the School
- Loyalty to the School and be publicly supportive of the Principal and her decisions.

Working Conditions:

- This position may necessitate some out-of-hours work on weekends and evenings
- Employment will be subject to the provisions of the *Independent Schools (Teachers) Cooperative Multi-Enterprise Agreement 2025* or any industrial agreement that replaces that award.

Dr Julie Greenhalgh

Principal

November 2025