

Working at ENCOUNTER LUTHERAN COLLEGE



Join the Encounter community

Encounter Lutheran College is shaped by a shared commitment to people and purpose, grounded in a strong sense of community.

If you are seeking a workplace where you can thrive professionally, connect authentically and contribute within a community that lives its values, we would love to hear from you.



Working at Encounter Lutheran College means being part of:

- A welcoming and inclusive Christian community.
- A strong, values-driven staff culture.
- Thoughtful leadership and supportive colleagues.
- Opportunities for professional and personal growth.
- A beautiful coastal location that enhances wellbeing and lifestyle.
- A learning community that values hands-on experiences beyond the classroom.

WHY Encounter?



Supporting our PEOPLE

Encounter is committed to being a workplace of choice by prioritising staff wellbeing and balance. Our approach is grounded in trust, generosity and care, and includes:

- A supportive and flexible approach to leave.
- Tuition fee discounts and OSHC support for eligible staff.
- Dedicated student-free time for reflection and professional learning.
- Leadership development through the Encounter Leadership Forum.
- Ongoing professional learning and study support.
- Meaningful opportunities for connection and collaboration.
- Free and confidential support through our Employee Assistance Program for staff and immediate family.

Conditions may apply to some of these benefits.



Encounter is a Christian community shaped by the Lutheran tradition. We are a place where grace abounds, diversity is respected and faith is explored with openness and care.

Staff are invited to engage in the spiritual life of the College through daily devotions, worship opportunities and an annual retreat. These rhythms provide space for reflection, connection and renewal.

Faith at the HEART



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Thrive. Connect. Belong.

At Encounter Lutheran College, we believe that education shapes hearts, minds and futures. Our staff are central to this mission, and we are committed to creating a workplace where people feel valued, connected and inspired in their work.



Our Purpose

Encounter Lutheran exists to share the peace of Jesus, make a real impact on the lives and learning of students, and nurture dynamic partnerships.

Our vision is to be a connected community where innovative teaching inspires action and where God's love is shared and celebrated. This shapes how we teach, lead, support one another and engage with our wider community.

Our Culture

Culture at Encounter is intentional, shaped by respect, care and shared purpose.

Guided by our values of being student centred, spirit sensitive and community oriented, we foster an environment where people are known, respected and encouraged to grow as whole individuals. Staff are encouraged and supported to reflect, collaborate, lead with integrity, contributing positively to the life and culture of the College.

A Vibrant Learning Community



As an IB World School offering the Primary Years Programme and Middle Years Programme, alongside SACE and VET pathways, Encounter is future-focused and committed to high-quality, innovative learning. Our staff work in collaborative teams that value creativity, professional dialogue and continual growth.

Looks like school, feels like home...