



Job Title	Secondary School Teacher	Position Type	Permanent Full Time
Department	Chinese	Location	Onsite
Line Manager	Head of Department		

Position Summary

Teachers at Ormiston College are responsible for the planning, preparation and delivery of effective teaching and learning programs for every student in their care. They are expected to contribute to the establishment and maintenance of supportive learning environments, and to the College's aims, objectives, and ethos, through classroom and co-curricular activities. Enthusiasm, motivation and an ability to work unsupervised are personal attributes that are highly regarded.

This position requires the ability to teach Prep to Year 12 Chinese.

Mandatory Requirement

This position requires you to hold Registration or eligibility for registration with the Queensland College of Teachers.

Selection Criteria

Selection of the successful candidate will be based upon responses at interview to the following selection criteria, and to information provided in the work profile.

SC1: Ability to devise and implement teaching and learning programs and practices that:

- develop students' language, literacy and numeracy
- are intellectually challenging and connect with the world beyond school
- value diversity
- incorporate the use of information and communication technologies
- are consistent with relevant syllabi, curriculum and education trends
- incorporate effective assessment and reporting of student learning.

SC2: Ability to communicate effectively with students, staff, and members of the wider community to:

- support the social development and participation of young people
- create safe, supportive and stimulating learning environments
- foster effective relationships with families and the community
- contribute to effective professional teams.

SC3: Demonstrated involvement in reflective practice, professional renewal and ongoing contribution to the teaching profession.

SC4: An understanding of, and commitment to, the aims, objectives, and ethos of Ormiston College, in both its curricular and co-curricular programs.

Current Responsibilities

The accountabilities of the role of Teacher are to:

- Plan, prepare and deliver quality and effective teaching and learning programs.
- Support students through interaction with them in a variety of settings and through the active development of supportive learning environments.
- Provide for the physical, social, cultural and emotional wellbeing and physical safety of students and encourage the formation of the foundations of character, responsibility, initiative and integrity, social awareness and good citizenship, as well as inspiring within them a thirst for lifelong learning.
- Assess students for developmental, feedback and reporting purposes, and maintain student records and samples of work and report on student performance to students and parents.
- Participate in the collaborative development and evaluation of curriculum and regularly monitor, through observation and evaluation, the effectiveness of the learning/teaching program.
- Establish and maintain appropriate interpersonal relationships between the College and community.
- Maintain teaching competency and currency of knowledge of relevant curriculum programs and participate as appropriate in school decision-making processes and professional development activities.
- Uphold the ethos of Ormiston College at all times.

Key duties of this position are to:

- Establish and maintain a classroom environment effective for on-task, quality learning to occur.
- Understand each child's background, monitor academic progress and social development of each student to ensure that he/she works fully to develop his/her own potential, while being cognisant of those with academic, personal and/or social issues.
- Ensure that a regular, varied program of homework is set and maintained and guide students into a constructive homework and study routine
- Ensure that parent-teacher communication is regular and relevant and that parents are contacted where necessary regarding student progress.
- Ensure that all students are aware of the Code of Behaviour and the purpose of the requirements set out; that students are aware of school expectations, philosophy, its history and motto and reinforce these regularly to foster school pride and positive values and monitor adherence to school rules throughout the school, and encourage courtesy, punctuality, and the correct wearing of the College uniform.
- Ensure that all classroom routines are orderly, lessons are well prepared, and the classroom left neat and tidy at the end of each lesson.
- Contribute to the co-curricular program of the College and attend staff meetings and/or days outside normal school hours.
- Encourage students to participate fully in the co-curricular life of the College.
- Effectively utilise the support and intervention practices of College policies, guidelines and processes, and ensure all State and Commonwealth regulations and legislation (eg Mandatory Reporting Requirements) are adhered to.
- Perform other duties as required by the Heads of School or the Headmaster.

Core competencies

Integrity:	<ul style="list-style-type: none"> • Demonstrates honest, ethical, and transparent behaviour in all actions and decisions. Acts in the best interests of the College, upholding its values and maintaining trust.
Initiative:	<ul style="list-style-type: none"> • Proactively takes on responsibilities and challenges, identifying opportunities to improve outcomes without needing direction.
Flexible Team Player:	<ul style="list-style-type: none"> • Works effectively across a variety of situations, individuals, and groups, applying a 'whatever it takes' attitude to support the broader team and College community.
Planning and Organisational Skills:	<ul style="list-style-type: none"> • Establishes and follows a clear course of action to achieve both short- and long-term goals in an efficient and structured manner.
Achievement Driven:	<ul style="list-style-type: none"> • Sets clear goals and works persistently to achieve them with enthusiasm, determination, and a commitment to continuous improvement.
Communication Skills:	<ul style="list-style-type: none"> • Communicates clearly, professionally, and confidently in both written and verbal forms with internal and external stakeholders.
Organisational Competencies:	<ul style="list-style-type: none"> • Community Orientation: Demonstrates a strong commitment to adding value to the student and family experience, always ensuring positive and supportive engagement.
	<ul style="list-style-type: none"> • Strives for high performance: Consistently seeks excellence in work output for self and others, setting high standards and striving for continuous improvement.
	<ul style="list-style-type: none"> • Teamwork and Co-operation: Works collaboratively with others, valuing diverse perspectives and contributing positively to team outcomes.
	<ul style="list-style-type: none"> • Flexibility: Adapts behaviour and approach to suit changing environments, responsibilities, or the needs of others.
	<ul style="list-style-type: none"> • Time Management: Effectively plans and prioritises tasks to manage time efficiently and meet deadlines.
	<ul style="list-style-type: none"> • Thoroughness: Pays attention to detail, ensuring accuracy and completeness in all work tasks and documentation.

Key Performance Indicators

	Task	Skills	Measurable Metrics
Teaching & Learning Excellence Deliver engaging, evidence-based, and differentiated learning experiences that maximise student achievement and align with college and curriculum standards.	Plan, prepare, and deliver quality teaching and learning programs.	Curriculum design and lesson planning	Teaching programs are documented and submitted by due dates.
	Differentiate instructions to cater to varying student needs and abilities.	Data-driven teaching practice	Lesson observations reflect evidence of differentiation and engagement.
	Use assessment data to monitor progress and adjust teaching practices.		Student growth data (formative and summative) shows improvement over the academic year.
	Maintain up-to-date knowledge of curriculum and pedagogy.	Student differentiation and engagement strategies	Curriculum documentation aligns 100% with the Australian Curriculum and College frameworks. Positive feedback from peer/HoD observations or student surveys (≥85% satisfaction).
Student Wellbeing & Behaviour Foster a safe, inclusive, and respectful learning environment that supports students' academic, emotional, and social development.	Monitor and support the wellbeing, behaviour, and social development of students.	Student behaviour management and restorative practice	Zero breaches of mandatory reporting or behaviour management protocols.
	Implement the College's Behaviour Management and Child Protection policies.	Emotional intelligence and student mentoring	Consistent application of behaviour standards in the classroom and co-curricular settings.
	Reinforce College values, philosophy, and expectations for conduct and uniform.	Knowledge of child protection and wellbeing protocols	Documentation and referrals for student support were completed within expected timeframes. Reduction or maintenance of low-level behaviour incidents.
	Identify and refer students requiring additional support to the appropriate staff or services.		Positive parent and student feedback regarding wellbeing support (≥85%).
Communication, Relationships & Community Engagement Build and maintain strong, professional relationships with students, parents, colleagues, and the wider College community to support collaborative learning and positive engagement.	Communicate regularly with parents regarding academic progress and wellbeing.	Professional communication (written and verbal)	Parent communication logs are updated and maintained throughout each term.
	Maintain accurate and up-to-date student records.	Collaboration and relationship management	≥95% attendance at staff and parent-teacher meetings.
	Participate in parent-teacher interviews and College events.		Timely completion of student progress reports and feedback cycles.
	Collaborate with colleagues to support curriculum and pastoral initiatives.	Record-keeping and data accuracy Organisation, clarity, written/verbal communication	Contribution to cross-departmental collaboration or College initiatives. Favourable parent and colleague feedback on communication and professionalism.

	Task	Skills	Measurable Metrics
Professionalism Co-Curricular & Continuous Improvement Demonstrate commitment to professional growth, uphold College values, and contribute actively to the co-curricular and cultural life of the College.	Participate in co-curricular programs (sport, arts, clubs, etc.).	Reflective practice and professional learning	Participation in a minimum of one co-curricular or College event per term.
	Engage in professional development and maintain teacher registration.	Leadership in co-curricular and community engagement	Completion of required professional learning hours (as per QCT standards).
	Contribute to curriculum evaluation and improvement processes.	Ethical and professional conduct	Evidence of applying PD learnings in teaching practice.
			Demonstrated contribution to at least one school improvement or committee initiative.
Participate in co-curricular programs (sport, arts, clubs, etc.).		Adherence to College Code of Conduct and professional expectations.	
Brand Ensuring excellence and professionalism	To maintain the school brand.	Consistent adherence to school values and presentation standards	100% compliance with dress code; communication evaluated as "professional" in termly check-ins
		High-level written and verbal communication	
		Commitment to delivering a positive and professional first impression	
Environment Support a quality workplace culture and contribute to a positive working environment		Team collaboration and respectful communication	Active contribution in monthly team meetings;
		Initiative to support and uplift colleagues	
		Adaptability and a proactive approach to fostering workplace morale	Participation in workplace initiatives; absence of unresolved interpersonal issues in team reviews

Position Requirements

- Demonstrated sound personal qualities of tact, reliability, and an ability to work with others both individually and as a member of a team.
- Evidence of willingness to undertake specific training as necessary, to enhance student support.
- A self-starter who is detail-oriented and thrives in a fast-paced learning environment
- A proactive attitude with a willingness to learn and take initiative
- Ability to work both independently and collaboratively, contributing positively to a supportive school environment
- A commitment to integrity, professionalism, and the well-being of students, reflecting the College's values such as responsibility and good citizenship

How to apply

- Via Seek – submitting your resume and cover letter, which includes covering the selection criteria.
- Via Email – submit your application to humanresources@ormistoncollege.com.au. Please attach your resume and cover letter, which includes covering the selection criteria.

We extend our sincere thanks for your interest in joining the team at Ormiston College; however, only those selected for an interview will be contacted.

Applications will not be accepted after the closing date.

The College reserves the right to interview and appoint a suitable candidate prior to the closing date of this advertisement. We encourage interested applicants to submit their application as soon as possible.

A full Job Description can be viewed on our website – [Independent School Teaching Job Opportunities - Ormiston College](#).

Other conditions of employment, including entitlements, are as per the Ormiston College Enterprise Agreement, a copy of which will be available upon request, should your application progress to interview.

Further information about Ormiston College can be accessed at www.ormistoncollege.com.au.