



LEADERSHIP OPPORTUNITIES

2025

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Introduction

WELCOME

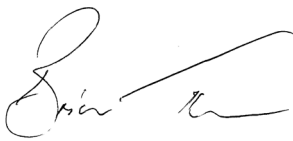
Thank you for your interest in a leadership role at Catherine McAuley College Bendigo (CMCB).

This booklet is designed to provide information about our College and the leadership opportunities arising from a new leadership cycle commencing in January 2025 (3-year tenure).

It will also introduce you to our community, with links to enable you to discover more. For further information, our College website is a key source of information, so I encourage you to visit, take a virtual tour of our campuses and find out more about the many facets of College life.

We hope you find it a useful introduction to the College and that it inspires you to share in the Catherine McAuley College Bendigo vision.

[CMCB WEBSITE](#)



Mr Brian Turner, Principal





**CATHERINE
McAULEY**
COLLEGE
BENDIGO

College Leadership Team

 **Executive Team Member**



Brian Turner
Principal



Seppe Marsili
Business Manager



Frank Dullard
Executive Deputy Principal



Sonja Cain
Executive of College Administration



Len Watson
Assistant Principal
Campus Leader (Coolock)



Suzie Kemp
Assistant Principal
Campus Leader (St Mary's)



Cara Pawsey
Assistant Principal
Faith, Mission & Community



Gina Giblin
Assistant Principal
Learning & Teaching

College Structure & Organisation

POSITIONS OF LEADERSHIP

POSITIONS OF LEADERSHIP (POL6)	Minutes per week*
Pastoral Care Director (currently in tenure)	500
Pathways Learning Director (currently in tenure)	600

POSITIONS OF LEADERSHIP (POL4)	
Year Level Coordinators (twelve positions)	
Year 7 (two coordinators)	500
Year 8 (two coordinators)	500
Year 9 (two coordinators)	500
Year 10 (two coordinators)	450
Year 11 (two coordinators)	350
Year 12 (two coordinators)	350
Year Level Learning Leaders (four positions)	
Year 7 (one learning leader)	350
Year 8 (one learning leader)	300
Year 9 (one learning leader)	300
Year 10 (one learning leader)	300

POSITIONS OF LEADERSHIP (POL3)	
Learning Diversity Leaders (three positions)	
Year 7	300
Years 8 – 9	250
Year 10 – 12	350
Learning Leaders (eight positions)	
Arts	250
English	250
Humanities	250
Literacy	250
Mathematics	250
Physical Education and Health	250
Science	250
Technology	250

POSITIONS OF LEADERSHIP (POL2)	
Learning Leaders (three positions)	
EAL Learning Leader	150
Languages Learning Leader	150
Religious Education Learning Leader	150

* Time release for 2025 may vary with a 5% deviation to accommodate the timetabled periods.

POSITION SUMMARIES & POSITION DESCRIPTIONS

Pathways Learning Director *

The Pathways Learning Director is responsible for overseeing the College's VCE, VET, and Vocational Major programs, including the management of offsite VET programs. Reporting to the Assistant Principal - Learning and Teaching, and working closely with Year 10-12 Year Level Leaders and Learning Leaders, the Pathways Learning Director ensures that students receive comprehensive support throughout their course pathways. They ensure compliance with all VCAA and legislative requirements and lead the team supporting students, including Careers Practitioners and the Pathways Administrator.

**This position is not advertised and is currently in tenure*

Pastoral Care Director *

The Pastoral Care Director reports directly to the Executive Members and Assistant Principals – Campus Leaders and is responsible for leading and mentoring Year Level Learning Coordinators and their Teaching Advocate teams. This role ensures the regular monitoring, assessment, and support of students' pastoral progress in alignment with the College's student policies, programs, and code of conduct. The Pastoral Care Director applies and oversees the CMCB Intervention Policy and MEL Student Code of Conduct, providing weekly reports to Campus Assistant Principals and the Executive Deputy Principal. They guide leadership on positive pastoral care practices and procedures, evaluate trends, and recommend professional learning support. Additionally, the Pastoral Care Director collaborates with stakeholders to maintain and develop whole school policies and programs, including Restorative Practice, the Berry Street model, and School-Wide Positive Behaviour Support (SWPBS).

**This position is not advertised and is currently in tenure*

Year Level Coordinators (Two at each year level - 12 positions)

POSITION DESCRIPTION

Year Level Coordinators (YLCs) play a crucial role in overseeing student, staff, and parent interactions within their year level, ensuring effective communication and support. Reporting to the Assistant Principal Campus Leaders and seeking mentorship from the Pastoral Care Director, YLCs lead year-level activities, manage student wellbeing, and provide professional support to teaching staff. They guide curriculum implementation with Year Level Learning Leaders, propose resource developments, and recommend professional learning opportunities. Additionally, as members of the Pastoral Care Team, YLCs help develop and review the pastoral care program to ensure it meets the needs of all students and promotes their success.

Year Level Learning Leaders (Year 7, 8, 9 and 10 - 4 positions)

POSITION DESCRIPTION

Year Level Learning Leaders (YLLs) are responsible for overseeing learning and teaching, including faith development, at their assigned year level (7, 8, 9, or 10), reporting to the Assistant Principal Learning and Teaching. They are pivotal in shaping the professional learning culture, leading the implementation of a rigorous curriculum, and ensuring alignment with the College Learning and Teaching policy. YLLs collaborate with Learning Diversity Leaders, Year Level Coordinators, Pathways Learning Directors, and the Student Support Team to ensure effective student placement and intervention. They foster a culture of continuous professional dialogue and support for teachers, promote regular classroom observations, and contribute to professional learning recommendations. Additionally, YLLs propose resource developments, share responsibility for curriculum and assessment review, and ensure the delivery of engaging and effective teaching practices that align with school-wide goals and compliance standards such as the Australian Professional Standards for Teachers (AITSL).

Learning Leaders (8 positions)

POSITION DESCRIPTION

CMCB has ten Learning Leader roles across a range of learning areas:

Arts	English	Humanities	Literacy	Mathematics
Physical Education and Health		Science	Technology	

Learning Leaders (LLs) oversee their specific learning area across the College, reporting to the Year Level Learning Leaders. They lead the development and enhancement of the curriculum to ensure it is integrated, differentiated, and aligned with future pathways for students. LLs are responsible for coaching and mentoring teachers, fostering authentic and applied learning experiences, and using regular classroom observations to refine teaching practices and improve student outcomes. They engage teachers in professional dialogue to assess and adjust teaching strategies and recommend professional learning needs to the Professional Learning Committee. LLs also propose resource and capital developments in collaboration with Year Level Learning Leaders and share responsibility within the Learning and Teaching Team for curriculum development, promotion, review, and compliance with assessment and reporting standards.

Learning Diversity Leaders (Year 7, Year 8-9, Years 10-12 – 3 positions)

POSITION DESCRIPTION

Learning Diversity Leaders (LDLs) oversee the needs of funded students with disabilities (SWD) within their year level, reporting to Year Level Learning Leaders (YLLs) and consulting with the Pathways Learning Director. They manage student transitions, including gathering data and evidence related to assessments, NCCD status, Student Support Groups (SSGs), and Personal Learning Plans (PLPs). LDLs advocate for SWD students, ensuring their learning, wellbeing, and pathways are appropriately supported, and represent these students at Intervention Committee meetings. They collaborate with YLLs and Learning Leaders to ensure the curriculum is accessible and effective, participate in professional learning, and coach staff supporting SWD students. LDLs also propose capital and resource developments, advise on professional learning needs, and contribute to the development, promotion, and review of curriculum programs as part of the Learning and Teaching Team, ensuring alignment with school-wide goals and compliance standards.

English as an Additional Language (EAL) Learning Leader (1 position)

POSITION DESCRIPTION

The EAL Learning Leader is responsible for enhancing English language development for students learning English as an additional language by delivering specialised instruction, assessing individual needs, and developing tailored curricula for both Intensive English Language and core EAL programs. The role also involves providing pastoral care to support students' integration and wellbeing, creating and implementing educational programs for non-English speaking parents, and participating in supervisory duties. The position requires expertise in EAL teaching, cultural sensitivity, strong organisational and communication skills, and the ability to develop and adapt curricula effectively.

Languages Learning Leader (1 position)

POSITION DESCRIPTION

The Languages Learning Leader oversees all language subjects and programs at the College, ensuring the curriculum aligns with the College's educational goals for each student. This role involves collaborating with Learning Leaders and staff to develop and execute a comprehensive language strategy, coaching and mentoring teachers, and supporting the Learning and Teaching Team through meetings and professional development recommendations. Additionally, the Languages Learning Leader manages the organisation and administration of language-related immersions, excursions, and extracurricular activities.

Religious Education Learning Leader (1 position)

POSITION DESCRIPTION

The Religious Education Learning Leader, reports to the Assistant Principal Faith, Mission and Community, and is responsible for leading and enhancing the Religious Education curriculum for Years 7 to 12. This role involves supporting teachers with pedagogical strategies, integrating Social Emotional Learning (SEL) and the College's Catholic identity. The RE Learning Leader also contributes to curriculum development, program evaluation, and promotes effective teaching practices while fostering a collaborative approach to achieve educational and spiritual goals across the school community.

Application Process

HOW TO APPLY

All applications are to be addressed to the Principal, Mr Brian Turner. Please include a cover letter and your current Resume, inclusive of at least two professional referees.

Please also complete and include an **Application for Employment – Teacher** which is accessible via the website.

Please email applications to mailbox: pandc@cmc.vic.edu.au.

APPLICATIONS CLOSE

Applications are to be received by **Thursday 15 August 2024**.

INTERVIEWS

We expect that shortlisted applicants might be contacted between Monday 20 – Thursday 23 August to arrange an interview.

We anticipate interviews will be scheduled between Wednesday 28 August to Wednesday 4 September.

MORE INFORMATION

Successful applicants will be remunerated under the terms and conditions of the Catholic Education Multi Enterprise Agreement (CEMEA) 2022.

Employment is ongoing and POLs will have a 3-year tenure (Jan. 2025 – Jan. 2028), which will include some scheduled class time.



**CATHERINE
McAULEY**
COLLEGE
BENDIGO



Leadership Opportunities | Bendigo

Catherine McAuley College Bendigo (CMCB) is a co-educational, Years 7–12 Catholic secondary school located across two campuses in the beautiful city of Bendigo, central Victoria. The current enrolment is over 1500 students, supported by over 200 staff. With significant growth forecast, plans are well underway for exciting future developments. The College enjoys an enviable reputation for innovative partnerships which support outstanding learning opportunities and enhance facilities for our students and community.

We are seeking collaborative and passionate leaders committed to the foundations of Catholic school identity and the Mercy charism to join our College.

LEADERSHIP POSITIONS 2025–2028

YEAR LEVEL COORDINATORS (POL4)

(Twelve positions)

Two coordinators at each year level, 7–12

YEAR LEVEL LEARNING LEADERS (POL4)

(Four positions)

One learning leader at each year level, 7–10

LEARNING DIVERSITY LEADERS (POL3)

(Three positions)

Year 7, Years 8–9, Years 10–12

LEARNING LEADERS (POL3)

(Eight positions)

Arts	Mathematics
English	Physical Education/Health
Humanities	Science
Literacy	Technology

LEARNING LEADERS (POL2)

(Three positions)

English as an Additional Language (EAL)
Languages
Religious Education

To commence Term 1, 2025

Employment is ongoing and POLs will have a 3-year tenure (Jan. 2025 – Jan. 2028), which will include some scheduled class time. Terms and conditions in accordance with Catholic Education Multi Enterprise Agreement (CEMEA) 2022.

Applications close Thursday 15 August 2024

Apply now: bit.ly/cmcmemployment

We welcome your enquiry (03) 5445 9100



Join Our College

A Ministry of Mercy Education Ltd – ABN 69 154 531 870

College Information

ABOUT

Catherine McAuley College Bendigo (CMCB) is a co-educational Years 7 to 12 Catholic secondary school located in the beautiful city of Bendigo, Central Victoria. The College is situated across two campuses, St Mary's Campus in the city centre and Coolock Campus on 70 acres in Junortoun, 6.5 kilometres from the city centre. The current enrolment is approximately 1600 students, with significant growth forecast in the future. The College is a member of Mercy Education Limited, with schools located across Australia. The Mercy values of compassion, courage, respect, justice, service and hospitality guide our way.

[VIRTUAL TOURS – COOLOCK & ST MARY'S
MERCY EDUCATION LIMITED](#)

TOWARDS CATHERINE

Catherine McAuley founded the Sisters of Mercy and was committed to education and serving the poor. Her teaching reflected her faith in God and belief in the Gospel. Our staff are inspired by the teachings of Catherine, who said ***“We should be shining lamps, giving light to all around us”.***

Catherine McAuley College Bendigo has been woven into the fabric of Bendigo since 1876 when Sister Aloysius Martyn and the Sisters of Mercy first arrived in Sandhurst, from Ireland.

Our College Direction 2020-2024 commits to continuing their legacy of service, offering an outstanding Catholic education to the families of central Victoria and working towards a sustainable future and our touchstone statement supports these values, ***“Inspiring members of our community to be learners impelled to thrive and serve.”***

[LEARNING SETTINGS & PROGRAMS](#)

OUR STUDENTS

We are dedicated to developing students who are critical and creative thinkers, with the skills to be self-motivated in the pursuit of knowledge. Our students are empowered to see themselves as positive agents of change, who are called to participate actively and ethically in society as young men and women of Mercy.

Innovative programs and building developments at Catherine McAuley College Bendigo create learning opportunities designed to support the many different educational pathways for students.

[DISCOVER LEARNING](#)
[DISCOVER FAITH & MISSION](#)
[DISCOVER CO-CURRICULAR](#)
[DISCOVER WELLBEING](#)
[STUDENT VOICE](#)

CHILD SAFETY

The Catherine McAuley College Bendigo school community promotes the safety, wellbeing and inclusion of all children. All students enrolled, and any child visiting, have a right to feel safe and be safe. The wellbeing of children in our care will always be our highest priority.

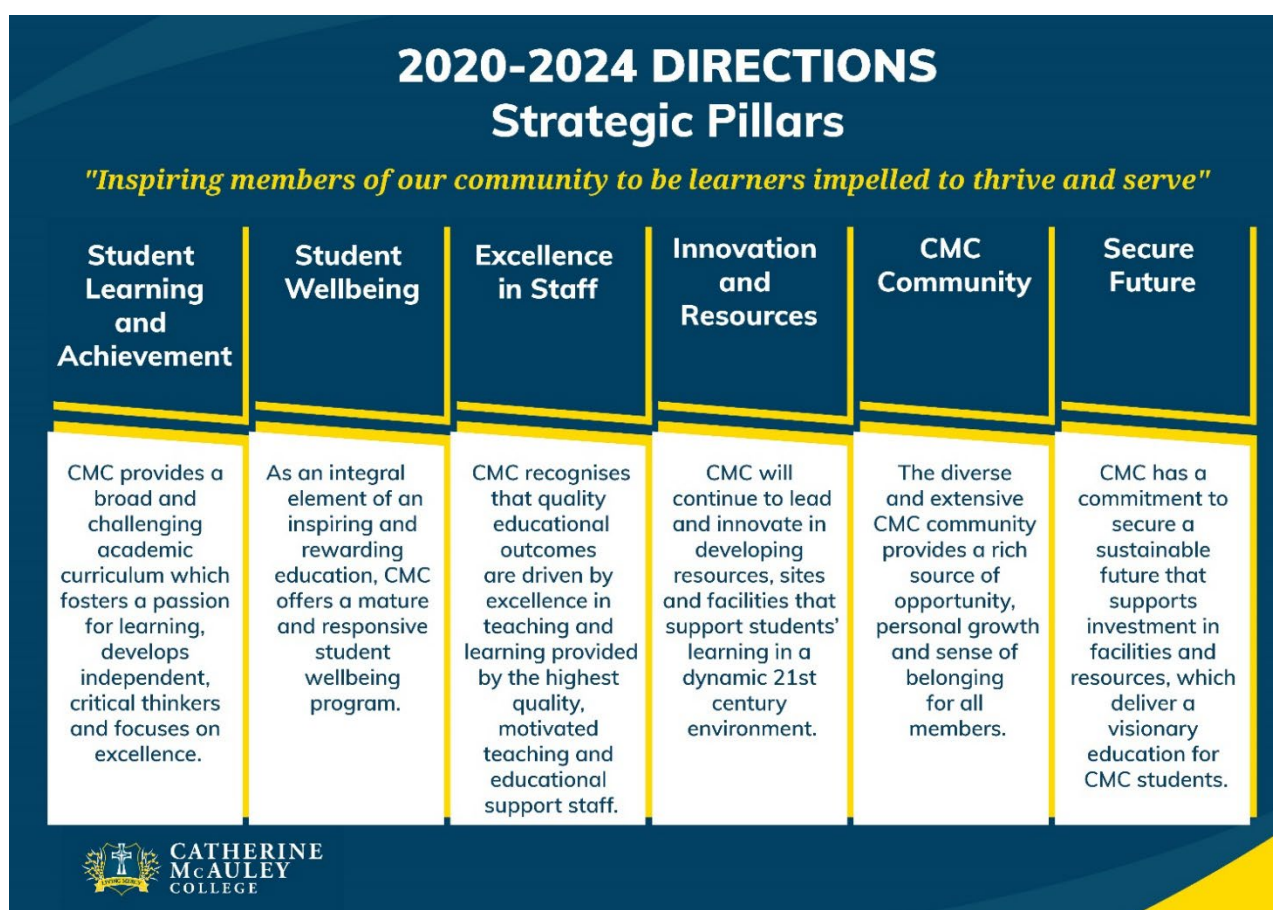
[CHILD SAFETY](#)

FUTURE DIRECTION

Catherine McAuley College Bendigo lives out the Mercy charism, striving to make Jesus Christ known and loved by all. We are a child-safe school where our learning community identifies, values and develops the gifts of each young person and provides them with educational opportunities to experience personal success. The College's strategic direction is underpinned by six strategic pillars and these are detailed below.

NOTE:

The new Strategic Plan 2025 - 2028 is in progress and will be updated on the website once complete.



[VISION & MISSION](#)

reGEN – CARING FOR OUR COMMON HOME

The encyclical *Laudato Si'* provides the basis for the reGEN program. reGEN is about “caring for our common home”, a principle that underpins everything we do as a community and across all subjects.

reGEN is about understanding that everything is interconnected and that we need to respect and actively care for all aspects of creation, within the Earth’s capacity. This requires fundamental changes to the way we live, act and think on a global level.

As a reGEN School, Catherine McAuley College Bendigo provides the opportunity for students to be immersed in a culture that:

- has environmental and social justice concerns at the forefront of decision-making;
- fosters the development of knowledge, skills, habits and the courage to serve our common home;
- values concern for nature, justice, society and students’ sense of inner peace.

We want students to consider how their actions affect the environment and others, and to work towards correcting imbalances and injustices in our common home. Many of the reGEN policy actions will be implemented by the students this year and into the future.



PARTNERSHIPS

Partnerships are valued at Catherine McAuley College Bendigo, to support outstanding learning opportunities and better facilities for our students and the community. As well as the partnership with the City of Greater Bendigo to provide excellent sporting facilities, the College also has partnerships with Mercy Health, Australian Catholic University, Cricket Australia, Liverpool FC, Danihers and Carter & Co.

Partnerships at Catherine McAuley College Bendigo support outstanding learning opportunities and facilities for our students and the community.

Specifically, the value of these evolving partnerships is illustrated by iGEN, an intergenerational learning program in partnership with Mercy Health and the Australian Catholic University. Year 10 students undertake pre-education modules including infection control, ageing, dementia and the Mercy Model of Care. Attending Bethlehem twice a week, students engage with residents in a wide range of activities.

The College has worked with the City of Greater Bendigo and Cricket Australia in the development of a multi-million-dollar community sporting hub. The **Mercy Junortoun Sporting Precinct** opened in September 2023. The development includes fresh green spaces including four multipurpose sporting fields; a double court gymnasium featuring retractable spectator seating for 750 people; two outdoor netball courts; and an indoor cricket training facility with retractable nets allowing for other uses. The precinct has universal changerooms, reception and entertainment spaces as well as carparking and landscaping.

PRIVACY

Catherine McAuley College Bendigo is governed by Mercy Education Ltd and, therefore, operates under Mercy Education Policy 1.07A – PRIVACY.

[PRIVACY](#)

CODES OF CONDUCT

The Codes of Conduct for students, parents and staff promote respectful relationships in our Mercy school community.

[CODES OF CONDUCT](#)

FIND OUT MORE

Visit our virtual Open House, a resource for future students and their families, and follow us on Facebook and Instagram.

[NEWS & EVENTS](#)






Coolock Campus
(Years 7-9)
1 St Vincent's Road
Junortoun 3551



St Mary's Campus
(Years 10-12)
Barkly Street
Bendigo 3550

 **5445 9100**

 pandc@cmc.vic.edu.au

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