EARLY CHILDHOOD, MIDDLE AND UPPER PRIMARY TEACHERS
(including Relief staff)

POSITION DESCRIPTION | 2027 APPOINTMENTS

SECTION 1: SCHOOL IDENTIFICATION

College Name Regent College Inc.

Location 22 Colombo Street, Victoria Park, Western Australia 6100

Phone (08) 9470 4569

SECTION 2: MISSION, VISION AND VALUES

Regent College is a co-educational Christian primary school providing a nurturing learning environment for approximately 400 students from Kindergarten to Year 6. Established in 1982, the College was originally associated with Rhema Family Church, now Riverview Church.

Our Mission

To provide a Christ-centred, inquiry-focused learning environment in which childhood is enjoyed and celebrated, and where students develop a lifelong love of learning.

Our Vision

To be known within our community for academic excellence and innovative teaching practices, where belonging, wellbeing and growth prepare students for their ongoing educational and faith journey.

Our Values

Our values, developed in partnership with students, parents and staff, are:

HONESTY | RESPECT | COMPASSION | RESPONSIBILITY | COURAGE

SECTION 3: THE POSITION(S)

Title The College is inviting applicants for the following areas:

- Early Childhood and Junior Primary, Kindergarten to Year 2
- Middle Primary, Yrs 3-4
- Upper Primary Teacher, Yrs 5-6
- Relief Teachers and Relief Education Assistants

Applicants seeking Kindergarten to Pre-primary positions must hold an approved early childhood teaching qualification.

Tenure for Positions An initial 12-month, full-time (1.0FTE) contract commencing in January 2027 for all positions (excluding relief staff). Subject to the College's staffing requirements and the employee's satisfactory performance, ongoing employment may be considered during or following the initial contract period. A six-month probationary period will apply.

SECTION 4: REMUNERATION, TERMS AND CONDITIONS

Employment conditions and salary are governed by the Regent College Inc. Enterprise Agreement 2026-2029.

SECTION 5: REPORTING RELATIONSHIPS

The Principal holds overall responsibility for the College and is supported by the Senior Leadership Team, comprising the Deputy Principal and Business Manager. Teachers report to the Deputy Principal and Deans of Learning (K-2 and 3-6) for the performance of their duties and day-to-day responsibilities.

SECTION 6: RESPONSIBILITIES AND DUTIES

Overview

As a Primary Teacher at Regent College, you will work under the direction of the Deputy Principal and Deans of Learning to deliver high-quality, values-aligned teaching and learning.

Christian Values

This role requires an active commitment to the Christian mission and vision of the College.

Commitment to Child Safety

Regent College is a Child Safe Organisation that upholds the National Principles for Child Safe Organisations. We actively foster a culture that promotes the wellbeing of children and young people and works to prevent harm.

The College places high importance on the safety, inclusion and empowerment of all children, including children with disability, Aboriginal and Torres Strait Islander children, and children from culturally and linguistically diverse backgrounds. We maintain a zero-tolerance approach to child abuse and strive to provide a safe, respectful and inclusive environment where all children are valued and heard.

Child safety is a shared responsibility across our community. All staff are expected to support the College's Child Safety Program by:

- Adhering to the Child Safety Policy and Codes of Conduct.
- Fulfilling all legal, regulatory and College reporting obligations.
- Holding a current Working with Children Check.
- Remaining alert to indicators of abuse, neglect or harm and responding promptly to concerns.

About the Roles

Regent College places a strong emphasis on continual improvement in teaching and learning. The successful applicants will demonstrate a commitment to professional growth, collegial collaboration and research-informed practice, while contributing positively to the Christian life and culture of the College.

Key Attributes

The successful applicants will demonstrate:

- Sound knowledge and experience in Early Childhood, Middle or Upper Primary Education, with an understanding of the Western Australian Curriculum and Assessment Outline and relevant Australian Curriculum requirements.
- Sound knowledge of the Australian Professional Standards for Teachers, including the domains of Professional Knowledge, Professional Practice and Professional Engagement.
- Strong interpersonal and communication skills, with the ability to work collaboratively within a team.
- A creative, compassionate and student-centred approach to teaching and learning.
- Confidence in expressing and modelling Christian faith within the College community.

SECTION 7: SELECTION CRITERIA

Regent College values authenticity, honesty and personal reflection. Applicants are encouraged to ensure that their application reflects their own voice, experiences and convictions. While applicants may use digital tools to support the preparation of their application, all information provided must be accurate, authentic and personally endorsed by the applicant.

Applicants are asked to address the following essential selection criteria within a cover letter.

Essential

- Your reason for applying for the role and interest in Regent College.
- Your Christian faith and involvement in a local church.
- The qualifications, experience and strengths you would bring to the position.
- Your approach to fostering student learning, wellbeing and inclusion.
- Your commitment to professional growth, collaboration and child safety.

Additional Information (Optional)

Applicants are also invited to highlight any additional qualifications, training, skills or experience that may strengthen their application or contribute to the life of the College. This may include areas such as First Aid qualifications, Keeping Safe: Child Protection Curriculum training, TASS experience, proficiency with Microsoft 365, leadership experience, specialist teaching interests or other relevant expertise.

SECTION 8: APPLICATION PROCESS

The successful applicants will be committed Christians who are able to actively contribute to the Christian ethos and broader life of Regent College.

Applications should include:

- A cover letter addressing the Essential Selection Criteria in Section 7.
- A current résumé or curriculum vitae.
- A completed Regent College Application Form.
- Copies of relevant academic qualifications.
- Evidence of current TRBWA registration, or eligibility for registration.

Appointment will be subject to the successful applicant providing:

- Academic transcripts and any additional evidence of relevant qualifications requested by the College.
- A current Working with Children Check, or the capacity to obtain one before commencing employment.
- Evidence of Australian citizenship, permanent residency or current legal entitlement to work in Australia.
- Any other pre-employment documentation or checks required by the College.

Questions and applications: humanresources@regentcollege.wa.edu.au

APPLICATIONS CLOSE AT 4.00 PM ON FRIDAY 2nd OCTOBER 2026