



GEELONG
LUTHERAN
COLLEGE

**Wisdom
Honour
Purpose**

AN INVITATION TO LEAD A LUTHERAN COLLEGE

Geelong Lutheran College Ltd
St John's Newtown & Armstrong Creek Campuses

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We acknowledge the original custodians of this land, the Wadawurrung people. We pay our respects to their Elders, past, present, and emerging, for they hold the memories, the traditions, the culture and hopes of Indigenous Australians.



An invitation

An Invitation to Lead a Lutheran College in Geelong, Victoria.

The position: Principal at Geelong Lutheran College Ltd, St John's Newtown and Armstrong Creek Campuses

The Geelong Lutheran College Board is seeking an outstanding educator and visionary leader with the capacity to embrace, maintain and foster the College values, culture, ethos, and to implement our Strategic Vision. The new Principal start date is anticipated to be Monday 6 July 2026 (one week prior to the Term 3 commencing).

The Principal is the educational, pastoral and spiritual leader of the College. As a practicing Christian, the applicant **MUST** either be an active communicant member of a congregation of the Lutheran Church of Australia with accreditation by Lutheran Education Australia or be willing to attain accreditation as required by Lutheran Education Australia.

GEELONG LUTHERAN COLLEGE VISION / MISSION / VALUES

Vision

To be a leading, innovative, Christ-centred learning community that inspires students to be caring, confident and creative citizens.

Mission

Geelong Lutheran College shares the mission of all Lutheran schools and aims to encourage and support students, informed and sustained by the word of God, to develop their God-given talents so that they may shape and enrich their world.

Values

WISDOM

'I think'

Discernment
Resilience
Curiosity

HONOUR

'I am'

Courage
Integrity
Respect

PURPOSE

'I do'

Compassion
Service
Responsibility



**GEELONG
LUTHERAN
COLLEGE**

Profile of a Geelong Lutheran College Student

Develop students who extol, **Wisdom, Honour and Purpose**

The **Profile of a Geelong Lutheran College Student** is a framework which hones the opportunities for student growth from a holistic perspective, preparing each student for their post school career and life. Through this, we seek to be 'a **leading, innovative, Christ-centred learning community that inspires students to be caring, confident and creative citizens**'. (GLC Vision Statement)

The College Motto '**Christ is All**' (Colossians 3:11) reflects that, to the believer, life is a living, intimate, everlasting relationship with God Himself. Christ is the only way to that life in which the believer is committed to follow the way of Christ's love in all aspects of living, both on earth and in heaven.



Each of our students are gifted in numerous ways. Along with a focus on academic excellence, we believe that a holistic approach to education is delivered through experiences which enhances students' social and emotional development, physical and mental wellbeing and opportunities to engage in a strong faith based pastoral care program.

GLC St John's Newtown Prep - Year 6
St John's Lutheran Kindergarten 3 & 4 Year old
GLC Armstrong Creek Prep - Year 12



About GLC

Geelong Lutheran College is located in Geelong, a regional centre 75 km from Melbourne. Lutheran education has a long history in the Geelong region and began in 1854 when the Lutheran Church established a school at Grovedale.

In 1962, St John's Lutheran Congregation established a primary school in Newtown, an inner suburb of Geelong. The following year St John's Lutheran Kindergarten opened. Since the early days of St John's Lutheran School, there had been a desire by the Geelong Lutheran community to also provide secondary education. This desire led to the purchase, by the Lutheran Church, of a site at Armstrong Creek, which is located halfway between the Geelong CBD and the Surf Coast. In 2009, Geelong Lutheran College - Armstrong Creek opened and now offers Prep (Foundation) to year twelve. In January 2023, the governance of the two schools was reorganised, and they now operate as a single College with two campuses, and are known as the newly incorporated Geelong Lutheran College Ltd. The 2026 enrolment at both campuses and all year levels is 1,375 students. The College currently employs 192 staff. In recent years there has been growing cross-campus collaboration.

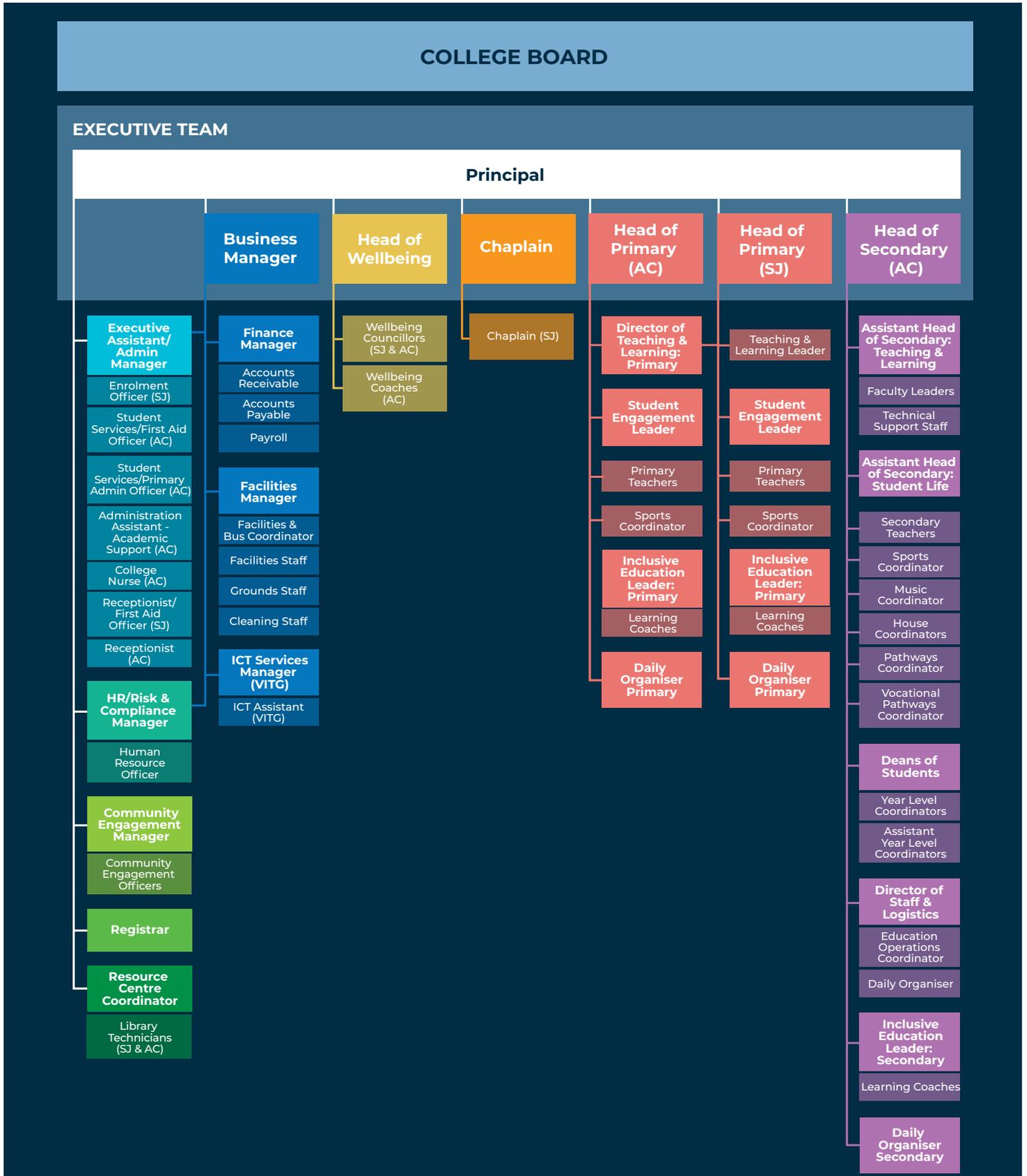
Both campuses are thriving, dynamic, forward-looking communities that learn and live according to the GLC motto: Christ is all.

Geelong Lutheran College teaches according to the Australian Curriculum. GLC teaches Christian Studies according to the Lutheran Education Australia Christian Studies Framework and also provides VET options for students in the Secondary years of school. In 2022, the Geelong Lutheran College Board made the decision to seek candidacy for the implementation of the International Baccalaureate Primary Years Programme (PYP) for both Primary School campuses.

CHILD SAFETY STATEMENT

Geelong Lutheran College is committed to being a Child Safe organisation. Geelong Lutheran College has a zero tolerance for child abuse and is committed to acting in children's best interests and in keeping them safe from harm. Geelong Lutheran College regards its child protection responsibilities with the utmost importance and as such, is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and to maintain a child safe culture.

GLC Org Chart





Worship life

Geelong Lutheran College is Christ centred with all teaching and learning, and behaviour grounded in the Word of God.

Staff and students attend daily devotions as well as a weekly worship service. Staff gather for communion services to commence each term and engage in a highly valued spiritual development program.

The Christian ministry of the College is overseen by the Principal and College Chaplains.





Buildings/Facilities

In recent years both campuses have had significant renovations and building programs, including a new state-of-the-art Award-winning outdoor plaza at St Johns. At Armstrong Creek we recently completed building of a two story Year 11 and 12 Hub.

Another recent addition was the fit out of a new Food technology room. Works currently underway at Armstrong Creek include a new Resource Centre with library, work/meeting areas and a staff lounge. The continued development of a full AFL sized oval, and plans to extend the science building.

The College Board continues to implement the masterplans for both campuses to provide facilities which support and enable the delivery of an innovative and inclusive curriculum.

Site maps can be found on the website:
glc.vic.edu.au





College Board

Geelong Lutheran College Ltd is a school of the Lutheran Church of Australia Victorian District and a member of the system of schools operated by Lutheran Education Victoria, New South Wales and Tasmania (LEVNT Ltd).

As such, the Principal reports to the College Board. The key role of the Board is responsibility for governance, ensuring the ongoing viability of the College, maintaining risk and compliance requirements of the College and strategic direction, planning and implementation.

It is essential that the Geelong Lutheran College Board and the Principal maintain an open and honest relationship with an effective flow of communication.



Principal Role

The Principal is responsible for both campuses of Geelong Lutheran College. The Principal's key responsibility is to deliver the objectives set by the Board whilst ensuring that all operations of the College are conducted professionally and efficiently.

As delegated by the Board, the Principal will provide strong strategic direction, inspiring leadership, and effective management of a high performing team. Among other critical responsibilities delegated by the College Board are compliance, child safety and financial management.



RESPONSIBILITIES

Principal responsibilities include:

- being the spiritual head of Geelong Lutheran College;
- providing strategic leadership that enacts the strategic objectives approved by the College Board and regularly reporting progress against the strategic objectives to the Board.
- having overall responsibility for liaison with peak bodies, government departments, VRQA, organisations providing funding opportunities, along with liaising with departments of the Lutheran Church including LCA, LCAVD, LEA and LEVNT.
- maintaining Geelong Lutheran College's strong relationship with Independent Schools Victoria (ISV).
- corporate oversight including education programs, risk and compliance management, legal matters, policy approval, and financial sustainability.
- public relations, external communications, staffing and performance management.

The **Principal Position Description document**, included in the information package, provides additional details of the Principal's responsibilities.

Strategic Vision



GEELONG LUTHERAN
COLLEGE

Our Vision

To be a leading, innovative, Christ-centred learning community that inspires students to be caring, confident and creative citizens.



CHRISTIAN MINISTRY

Fostering an environment where the good news of Jesus Christ is shared openly. Nurturing the spiritual and intellectual growth of our College community, creating a space where faith, learning and mission intersect harmoniously.

- CM1** Teach and learn about Christian beliefs, values, and practices.
- CM2** Live the values of Wisdom, Honour and Purpose as a College community.
- CM3** Give opportunities for students and staff to engage in communal worship, prayer and reflection, within the College and community.
- CM4** Provide spiritual support and connection opportunities for members of the College community.
- CM5** Encourage service learning and outreach engagement that reflects Christian principles, showing faith in action.



HOLISTIC LEARNING

Creating an environment where students flourish in all aspects of life, through academic success, personal fulfillment and a willingness to contribute positively to society, using their God-given talents.

- HL1** Facilitate the students' academic growth and achievement through a broad and diverse range of learning opportunities.
- HL2** Guide students to understand and regulate their emotions, build resilience, and develop healthy relationships with others.
- HL3** Provide a range of opportunities to assist students find a healthy balance of their spiritual, social, emotional and physical wellbeing.
- HL4** Encourage students to interact and collaborate positively with peers to engage with their community in meaningful ways.

Strategic Vision



GEELONG LUTHERAN
COLLEGE

Our Vision

To be a leading, innovative, Christ-centred learning community that inspires students to be caring, confident and creative citizens.



COMMUNITY RELATIONSHIPS

Developing and maintaining positive relationships with the community to mutually benefit student learning and all College stakeholders. Relationships foster a shared sense of purpose, service and God's grace.

- CR1** Encourage and facilitate active participation in school life to promote opportunities for family connections and engagement.
- CR2** Build strong relationships with local organisations, businesses, and community leaders to support positive educational outcomes.
- CR3** Integrate service learning opportunities into the curriculum to develop qualities of good citizenship.
- CR4** Engage in open conversations to develop mutual benefit to both College and community needs.



ORGANISATIONAL SUSTAINABILITY

Providing a secure foundation, and maintaining comprehensive structures, to support a viable learning and working environment.

- OS1** Ensure the financial strength of the College by prudently managing resources and planning for long-term financial stability.
- OS2** Recruit, support, develop and retain quality staff for all College operations.
- OS3** Implement practices to reduce the ecological footprint and promote environmental awareness and responsibility.
- OS4** Provide contemporary, adaptable and appropriate learning programs, spaces and resources.
- OS5** Ensure robust risk management processes are reviewed and implemented.



Terms of Employment

TERMS OF EMPLOYMENT

A fixed-term contract with an appropriate remuneration package will be negotiated with the successful applicant, commensurate with the responsibilities of the position. The remuneration package will be guided by the current LEVNT Principal Salary Scale.





Invitation to apply

On behalf of the Geelong Lutheran College Board, I invite you to apply for the position of Principal of Geelong Lutheran College.

The successful Principal applicant will embrace the history and culture of Geelong Lutheran College while leading change in the contemporary education environment.

This is an outstanding opportunity for an exceptional Lutheran educator and leader to continue to shape the dynamic future of this vibrant College.

Thank you for considering the opportunity to lead our College.



Yours sincerely
Mark Gerhardy
Chair, Geelong Lutheran College Board

How to apply

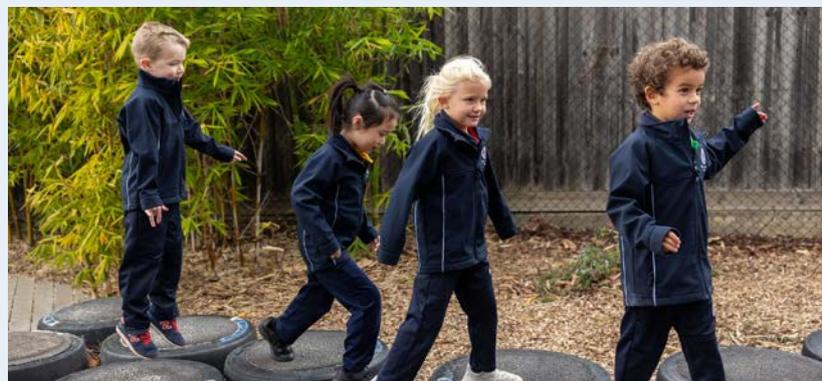
You are advised to read the Position Description and supporting information, and consider the Selection Criteria carefully before submitting your application.

Applicants should include the following:

- A considered cover letter
- Full name and contact details
- Email address
- Curriculum Vitae
- Membership of professional bodies, associations, and other interests
- Professional qualifications
- Current employment details and responsibilities
- Educational history, professional history, administrative, and financial experience.

Further Information / How to Apply

- Confidential enquiries are welcome to **Andrew Reed** and **Justin Hinora** on (08) 8100 8849.
- Visit henderconsulting.com.au for a job and person specification and to submit your application which should include a cover letter and CV uploaded as one PDF document.





GEELONG
LUTHERAN
COLLEGE

ST JOHN'S NEWTOWN
K-Yr 6

ARMSTRONG CREEK
P-Yr 12

glc.vic.edu.au



Position Title	Principal
Reports To	The Geelong Lutheran College Board (referred to as the Board)
College Objective	<p>Mission Geelong Lutheran College shares the common mission of all Lutheran schools and aims to encourage and support students, informed and sustained by the word of God, to develop their God-given talents so that they may shape and enrich their world.</p> <p>Vision To be a leading, innovative, Christ-centred learning community that inspires students to be caring, confident and creative citizens.</p> <p>Values We endeavour to achieve this through the values of Wisdom, Honour and Purpose.</p> <p>Strategic Vision There are four pillars of the Strategic Vision by which we measure our progress towards achieving our vision:</p> <ul style="list-style-type: none">• Christian Ministry• Holistic Learning• Community Relationships• Organisational Sustainability
Position Overview	<p>The Principal is responsible for both campuses of Geelong Lutheran College. The Principal's key responsibility is to deliver the objectives set by the Board whilst ensuring that all operations of the College are conducted professionally and efficiently. As delegated by the Board, the Principal will provide strong strategic direction, inspiring leadership, clear and effective communication, and coordinated management of a high performing team. Among other critical responsibilities delegated by the Board are regulatory compliance, child safety, and financial management.</p> <p>The Principal will demonstrate the 'LEA Growing Deep' Leadership Capabilities of: Growing Oneself, Leading the Team, Engaging the Community and Focusing on Outcomes – thereby influencing the College culture to reflect the vision of Lutheran Schools.</p> <p>The Principal will meet KPIs aligned to the role as agreed with the Board on an annual basis.</p>
Key Duties and Responsibilities	<p>Strategic Leadership</p> <p>The Principal is responsible to the Board for strategic leadership at the operational level. It is expected that the next Principal will continue to implement and embed the College's five-year strategic plan (2025 – 2029).</p>



Therefore, the Principal is expected to:

Understand and Lead Change

- Understand the drivers of change affecting the College and its community as a basis to inform plans and initiatives.
- Effectively communicate the College's Vision to staff, students, parents, and other stakeholders to build commitment, confidence, a shared understanding, and enthusiasm about the vision for the College.
- Develop an Annual Plan for the College's Strategic Vision and report to the Board on progress towards implementation of the Vision.
- Bring researched proposals to the Board for their consideration with regard to the College's strategic development.

Inspire and Motivate

- Provide strong, visionary, creative, and strategic leadership to ensure the vision for the College guides the operation of each Campus.
- Demonstrate Leadership which responds with sensitivity to each situation.
- Recognise and celebrate the achievements of individuals and teams.
- Inspire staff to understand the expectations of their roles and to feel safe in raising matters of concern.
- Ensure that staff are familiar with all School policies in particular as they relate to staff.

Initiate Improvement through Innovation and Change

- Encourage inquiry in others to inform innovative practice and school improvement.
- Foster creativity, innovation, and the use of appropriate technologies.
- Use problem solving, creative thinking and strategic planning to ensure continuous improvement.
- Support processes to implement change.

The four strategic objectives of the College are addressed below and are located in the Principal information package.

Strategic Objective – Christian Ministry

Fostering an environment where the good news of Jesus Christ is shared openly. Nurturing the spiritual and intellectual growth of our College community, creating a space where faith, learning and mission intersect harmoniously.

As a practising Christian, the applicant must either be:

- *an active communicant member of the LCA/NZ (Lutheran Church of Australia and New Zealand);*
- *open to joining the LCA/NZ on appointment; or*
- *willing to undergo a process of 'colloquy' which would ensure deeper understanding of the Lutheran faith prior to appointment.*



The Principal is the spiritual leader of our College who:

- Demonstrates commitment to promoting and developing Christian faith and worship, through study and practical application, in accordance with the confessions of the Lutheran Church of Australia, to students, staff, parents and anyone involved in the College.
- Is responsible for and provides spiritual leadership to Geelong Lutheran College.
- Actively and collaboratively promotes, maintains and enhances the Christian life of the campuses and models a Christian life to them.
- Ensures that enrolment in the College is accessible to Lutheran families, and
- Supports the ministry of local congregations particularly those with a relationship to Geelong Lutheran College.

Strengthening Lutheran Identity

Lutheran schools, as agencies of the Lutheran Church of Australia, share a recognisable Lutheran identity in which the *gospel of Jesus Christ informs all learning and teaching, all human relationships, and all activities in the school*. Its Christ-centred identity is conveyed by the rituals, symbols, visual displays, and practices. The College community is regularly involved in Christian worship which includes daily devotions. Christian Studies is an essential and distinctive part of the formal curriculum. Lutheran schools and early childhood services deliberately and intentionally share and live the good news of Jesus Christ with students, families, staff and the broader community. Opportunities to nurture faith are actively promoted and maintained.

Therefore, the Principal is expected to:

Create a Christ-centred, Lutheran Environment

- Ensure that the two campuses are led and administered in accordance with the Confessions and Objects of Geelong Lutheran College Ltd, and aligned with those of LEVNT Ltd and the LCAVD.
- Protect and grow the ethos of each campus, thus giving expression to the Growing Deep Leadership and Formation Framework at those places.
- Develop a culture of grace within the College community.

Manage Self

- Act rationally and calmly in difficult situations.
- Actively care for their own physical, mental, emotional, and spiritual wellbeing for example by developing a local support network outside of the College community.
- Prioritise and act constructively in response to numerous pressing activities.
- Look for and focus on the positive aspects of all situations while still acknowledging and responding to challenges.
- Use their faith as an integral part of decision making.

Strategic Objective – Holistic Learning

Creating an environment where students flourish in all aspects of life, through academic success, personal fulfillment and a willingness to contribute positively to society, using their God-given talents.



The Principal provides the educational vision in alignment with the Board's vision for the College, and is aware of contemporary educational issues and applied education.

Therefore, the Principal is expected to:

Enhance the Learning Culture

- Ensure that the quality of teaching and learning is of a high level and is consistent across the campuses.
- Lead and set the direction of the educational program, ensuring that it is inclusive, aligned with providing students with essential skills and abilities for facing an uncertain future.
- Ensure that the spirit, ethos and educational philosophy align across both campuses.
- Support and encourage the International Baccalaureate Primary Years Program across both Primary campuses.
- Take responsibility for the oversight of student behaviour, in liaison with the Heads of School, to a level where the consequences may be suspension or withdrawal of enrolment.

Student Wellbeing

- Ensure that students have a safe and stimulating learning environment and that buildings and grounds are fit for purpose and well maintained.
- Provide appropriate support to students enduring difficult times.
- Help students understand their place in society and the ways that they can contribute to their community.

Create a Culture of Inclusion

- Recognise and encourage the multicultural nature of the College community and Australian society.
- Foster and encourage an understanding, appreciation and reconciliation with Indigenous cultures.
- Foster an inclusive community within the College.
- Ensure that strategies are developed to ensure educational opportunity including counteracting discrimination and disadvantage.
- Ensure that the needs of students, families and carers are recognised and supported.

Student Safety

- Ensure that all staff and other adults in the school environment understand their obligations with regard to student safety and wellbeing.
- Ensure that staff receive training to identify and respond to student safety concerns, in compliance with applicable legislation.
- Promptly discharge all reporting and investigation obligations relating to student safety concerns in accordance with applicable laws including the Crimes Act 1958 (Vic), Child Wellbeing and Safety Act 2005 (Vic), Children, Youth and Families Act 2005 (Vic) and Ministerial Orders (e.g. MO 1359).



Strategic Objective - Community Relationships

Developing and maintaining positive relationships with the community to mutually benefit student learning and all College stakeholders. Relationships foster a shared sense of purpose, service and God's grace.

The College seeks to engage with a broad range of local community groups and relevant public and private institutions with the view of developing strategic partnerships to benefit the College. Both the strategic thinking and the day-to-day operations of the College are informed by an understanding and working knowledge of the political environment (both Federal and State) and the subsequent implications for education.

Therefore, the Principal is expected to:

Engage with the Community

- Know, understand and take into account the social, political and local circumstances of the Geelong Community.
- Know about the rich diversity of the cultural groups within the College and wider community.
- Interact personally with external stakeholders to understand the needs of the wider community.
- Develop strategic partnerships with other Educational Providers, local Government and local business.

Collaborate with and Influence the Community

- Ensure that positive partnerships with students, families and carers are developed and maintained.
- Develop and maintain positive partnerships with the broader College community.
- Ensure that community participation in student learning is invited and facilitated.
- Promote a spirit of collaboration and cooperation with staff between campuses.

Strategic Objective – Organisational Sustainability

Providing a secure foundation, and maintaining comprehensive structures, to support a viable learning and working environment.

The Principal provides leadership, organisational, and management skills including financial and human resource management, risk management, and a working knowledge of, and commitment to, staff appraisal and performance management.

Therefore, the Principal is expected to:

Align Ethical Practices with Educational Goals

- Promote democratic values including active citizenship.
- Deliver on what you promise.
- Behave consistently in line with Christian beliefs.



	<ul style="list-style-type: none">• Model and promote the College’s values and ‘walking the talk’.• Advocate for what is right.• Be prepared to challenge behaviours and practices that are not ethical or not in keeping with the Lutheran ethos of the College. <p><i>Manage Resources</i></p> <ul style="list-style-type: none">• Ensure that both campuses are educationally and financially sound with their leadership and management in alignment.• Oversee the effective and efficient deployment of the College’s human, physical, and financial resources (as budgeted).• Develop and maintain policies, procedures, position descriptions, and other documentation which are common across the campuses.• Ensure the presence of effective processes and systems which support the wellbeing of staff and a healthy workplace culture.• Ensure that the systems and processes of the College are appropriate and facilitate the effective and efficient management of the College.• Evaluate the use, availability, and quality of resources to improve the quality of teaching and learning.• Effectively prioritise actions in order to best achieve outcomes. <p><i>Manage High Standards and Accountability</i></p> <ul style="list-style-type: none">• Ensure that responsibilities delegated to the Principal, Business Manager and other College Leadership, including implementation of aspects of the current Strategic Vision, are fulfilled to the satisfaction of the Board.• Ensure that regular appraisals and coaching are conducted to ensure that the expectations and accountabilities for individuals and teams are clearly defined, understood and agreed.• Participate in a performance review and appraisal at the direction of the Board.• Undertake professional learning each year.• Ensure that an effective learning and assessment framework is implemented.• Reward outstanding staff behaviour and take appropriate action when the performance of staff is unsatisfactory.
Key Relationships	<p>The Principal will be responsible to, and report to, the Board. Key relationships include:</p> <ul style="list-style-type: none">• Geelong Lutheran College Board• The Lutheran Church of Australia (LCA), national, regional and congregational• Lutheran Education Australia (LEA)• Lutheran Education Victoria, New South Wales & Tasmania (LEVNT)• Geelong Lutheran College Business Manager• Heads of School• College campus communities (staff, students, families)• Independent Schools Victoria• Broader communities



GEELONG LUTHERAN
COLLEGE

Position Description

Principal

STATEMENT OF COMMITMENT TO CHILD SAFETY

Geelong Lutheran College is committed to being a Child Safe organisation. Geelong Lutheran College has a zero tolerance for child abuse and is committed to acting in children's best interests and in keeping them safe from harm. Geelong Lutheran College regards its child protection responsibilities with the utmost importance and as such, is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and to maintain a child safe culture.

Geelong Lutheran College is an Equal Opportunity Employer