



## ST PATRICK'S COLLEGE, BALLARAT APPLICATION PACKAGE

The College is seeking to recruit the following key position:

- **Director of Boarding**, 1.0 FTE (full-time); 4 year appointment.

**CLOSING DATE:  
Friday, 17 September 2021**

3 September 2021

Dear Applicant

Thank you for your interest regarding the important role of Director of Boarding at St Patrick's College, Ballarat.

St Patrick's is a Catholic day and boarding school for boys in Years 7 to 12 in the Edmund Rice tradition, founded in 1893 and conducted by Edmund Rice Education Australia (**EREA**).

Central to the mission of the College is an unequivocal commitment to fostering the dignity, self-esteem and integrity of all our students and providing them with a safe, supportive and enriching environment to develop spiritually, physically, intellectually, emotionally and socially. The College is committed to achieving excellence in all its forms.

St Patrick's College is embarking upon an exciting period in its long and distinguished history with the development of a new Strategic Plan for 2022-2024, with an emphasis on further improving and enhancing the academic culture of the College, collaboration through a variety of teaching and learning teams and the ongoing pastoral care of students. The College is about to commence the construction of a major new Multi-Purpose Facility, the realignment and resurfacing of the College's main oval and a range of initiatives to further enhance the educational resources and opportunities for all students attending the College.

This Application Package is provided to assist you with your application and must be read carefully and followed accordingly. It includes:

Part 1	Position Description – Director of Boarding
Part 2	General Information regarding the College
Part 3	Statement of Principles Regarding Catholic Education
Part 4	Child Safe Information
Part 5	Employee Collection Notice
Part 6	Selection Guidelines for Applicants
Part 7	Pre-Employment Questions
Part 8	Applicant Declaration

Please note:

- Applications close **Friday, 17 September 2021**. Applications, and supporting documents, must be emailed to [jobs@stpats.vic.edu.au](mailto:jobs@stpats.vic.edu.au).
- Applications which do not respond to the Selection Guidelines may not be accepted and/or may require further information before the application can be considered.
- Your application will be acknowledged upon receipt.
- After applications close, you will be advised if you have been successful in securing an interview for this position.

In fulfilling its child protection obligations, the College is legally required to obtain the following information about a person whom it proposes to engage to perform child related work:

- Working with Children Check status, or similar check.
- Proof of personal identity and any professional or other qualifications.
- The person's history of work involving children.
- References that address the person's suitability for the job and working with children.

Any false or incomplete statement or information in your application for employment may lead to a rejection of your application for employment. Any information provided by you in

connection with your application for employment may be checked by the College with relevant authorities, previous employers, referees or sources. By making an application for this position you consent to these pre-employment checks.

If you require any further information in relation to this position, please contact Kathy Prince, Director of Human Resources via [kprince@stpats.vic.edu.au](mailto:kprince@stpats.vic.edu.au) or 03 5322 4489.

Wishing you every success in your application and once again, thank you for your interest in the role and the College.

Kind regards

Steven J O'Connor  
**Principal**

## **PART 1: POSITION DESCRIPTION**

- Job title:** Director of Boarding
- Reports to:** Principal
- Support staff:** The Director of Boarding will be supported by a range of personnel, including:
- Principal
  - Deputy Principal
  - Housemasters
  - Assistant Principal: Wellbeing and Pastoral Care
  - Resident Tutors
  - St Patrick's College Learning Enhancement staff
  - St Patrick's College teaching staff

**Remuneration:** This role is a Position of Leadership (POL), involves a teaching load (0.4 approximately – as determined by the Principal) and will attract 0.6 FTE per fortnight time release. The provision of accommodation, meals and utilities will enable 'on call' hours to be negotiated with the Principal. In addition, the incumbent will receive a College provided mobile phone for the purposes of carrying out this role.

**Tenure:** This role will be initially a 4 year appointment.

### **Job Summary:**

The Director of Boarding has responsibilities for the oversight and management of the Boarding Precinct, its various functions within Boarding and College in general, as listed below.

### **Duties and Responsibilities**

#### Boarding Management

- Provide a strong visible presence in boarding at all times. The Director of Boarding will contribute to and lead the work of the Boarding staff, including managing rosters and leading shifts.
- Be on-call during the operational weeks of Boarding to ensure contact is available for off site for emergency situations.
- Keep the Principal fully informed on all issues relating to boarders and boarding.
- Plan, organise, co-ordinate and administer the Boarders' Exeat program throughout the year.
- Liaise and co-ordinate with catering provider (currently Chartwells) noting special dietary requirements of any student or Boarding staff member for

meals, menus, functions, timings, serving, weekend lists, general procedures pertaining to the Dining Room and Kitchen areas.

- Liaise with College staff on those activities which may impact on the Boarding Program.
- Liaise with Head of Sport about involvement of boarders in weekend and other sporting events.
- Receive, process and reply to all correspondence from Government Departments and overseas individuals or bodies.
- Produce written reports as required for personal files.
- In conjunction with the Principal, arrange overseas boarders' Medicare cover and Visa renewals.
- Draft and produce Boarders' Medicare information lists.
- Liaise with Finance office for payment of accounts or monies for boarders.
- Receive and initiate correspondence on boarding matters.
- Counsel, monitor and assist boarders in all facets of their involvement at the College and in their boarding lives.
- Oversee and co-ordinate disciplinary processes in the Boarding community including working with the Principal, Deputy Principal and other relevant staff in relation to serious breaches of behaviour and the College's code of conduct.
- Conduct tours of the College with prospective boarders and parents when requested and attend the subsequent interviews with the Principal or their delegate
- Attend regular promotional events and trips to represent and promote boarding at St Patrick's College.
- Manage particular formal and informal events for boarders and their families (eg Masses, afternoon teas, formal dinners etc).
- Plan for a more formal meal with Boarders once per week and run this occasion.
- Write and review Boarding publications and other documentation pertinent to the Boarding Precinct and its important place at the College.
- Management of Reach Program.
- Manage and approve all electronic purchase orders.
- Liaise with the Property Manager to ensure adequate maintenance of residences and fittings.
- Ensure that boarding publications and newsletter information are prepared on time and disseminated to the appropriate areas.

## Staffing

- Assist the Principal in ensuring that all staff employed in boarding have satisfied the criteria for employment in relation to current WWC, Child Protection and Mandatory Reporting.
- Conduct briefing and supervision of staff involved with study and supervisory tasks.
- Contribute to the boarding roster and take over rostered duties of Housemasters due to illness as per On Call provision.
- Attend weekday and weekend evening meals as agreed in consultation with the Principal.
- Prepare, update and lead boarding staff duty rosters.
- Oversee standards of uniform presentation and student discipline in conjunction with other boarding staff.
- Advise and assist staff in relation to issues involving Boarding.
- Ensure boarding staff are punctual for and attentive to their duties at night and during weekends.
- Ensure the pastoral care of Boarders by regular contact and care for their wellbeing and personal expectations. Liaise with the Principal, Deputy Principal and Housemasters regularly on Boarders and initiate action as necessary.
- Manage the Boarding budget.
- Maintain filing system for staff and boarders.

## Students

- Be first person of contact for phone calls and correspondence from parents of boarders.
- Maintain contact with parents and boys, ensuring effective communication channels function at all times between College and home.
- Oversee production of activities program for Boarders' weekends.
- Ensure smooth operation of the Boarders' study program.
- Liaise with College staff on Boarders' progress and behaviour.
- Be responsible for staffing and administrative aspects pertaining to the operation of the infirmary and sick bay in conjunction with the Principal.
- Ensure students attendance at Mass once a week and attend Mass as agreed in consultation with the Principal.

## **Experience and Qualifications**

- Appropriate teaching experience and VIT registration.
- Strong experience in managing a Boarding School environment.
- Experience within a Catholic Educational organisation.
- Level 3 first aid.
- Current Victorian Driver's License.
- ABSA Duty of Care (Book 1 and Book 2).

## **Key Selection Criteria**

1. Demonstrated understanding and respect for the Catholic Education philosophy of St Patrick's College.
2. Demonstrated ability to lead by example, inspire and manage a dedicated team of boarding staff.
3. A sound understanding of the educational challenges facing boarding students, including those from overseas and indigenous students and potential curriculum initiatives to meet these challenges.
4. Demonstrate an understanding of the major education issues impacting on boys in a Boarding environment.
5. Demonstrate a capacity to respond and lead the areas noted in the duties and responsibilities statement.

## PART 2: GENERAL INFORMATION REGARDING THE COLLEGE

The College is a Years 7 to 12 Boarding School for boys, founded in 1893 and conducted by Edmund Rice Education Australia (**EREA**). The College's vision is "*raising fine boys to the status of great men*".

Edmund Rice Education Australia is a network of schools, entities and offices, offering a Catholic education in the tradition and spirit of Blessed Edmund Rice. Established by the Christian Brothers in 2007, Edmund Rice Education Australia governs the schools owned by the Christian Brothers at that time, as well as schools established since then. As a Public Juridic Person (**PJP**), Edmund Rice Education Australia has its own canonical and civil identity but remains closely connected to the Christian Brothers and their ongoing ministry.

As a Catholic school in the Edmund Rice tradition, the College proclaims the *Charter for Catholic Schools in the Edmund Rice Tradition*, which uses four Touchstones to describe the culture of an authentic Catholic school in the Edmund Rice Tradition. The Touchstones are:

- **Liberating Education:** We open hearts and minds, through quality teaching and learning experiences, so that through critical reflection and engagement each person is hope-filled and free to build a better world for all.
- **Inclusive Community:** Our community is accepting and welcoming, fostering right relationships and committed to the common good.
- **Gospel Spirituality:** We invite all people into the story of Jesus and strive to make his message of compassion, justice and peace a living reality within our community.
- **Justice and Solidarity:** We are committed to justice and peace for all, grounded in a spirituality of action and reflection that calls us to stand in solidarity with those who are marginalised and the Earth itself.

Further information on Edmund Rice Education Australia is available at <http://www.erea.edu.au/>

Further information on the College is available at <http://www.stpats.vic.edu.au/en/>



## **PART 3: STATEMENT OF PRINCIPLES REGARDING CATHOLIC EDUCATION**

### **The Task of the Catholic School**

*Its task is fundamentally a synthesis of culture and faith, and a synthesis of faith and life: the first is reached by integrating all different aspects of human knowledge through the subject taught, in the light of the Gospel; the second in the growth of the virtues characteristic of the Christian.*

(Congregation for Catholic Education, *The Catholic School*, 1977)

This same goal is expressed by the Victorian Catholic community which desires its schools to be communities of faith.

This broad philosophical stance reveals a concern for an education that combines sound knowledge and skills with an overall personal development rooted in Christian values. Such an education involves a high level of interpersonal transaction between staff and pupils.

Pope John Paul II spelt out key implications of this for staff who work in Catholic schools:

*The Church looks upon you as co-workers with an important measure of shared responsibility ... To you it is given to create the future and give it direction by offering to your students a set of values with which to assess their newly discovered knowledge ... [The changing times] demand that educators be open to new cultural influences and interpret them for young pupils in the light of Christian faith. You are called to bring professional competence and a high standard of excellence to your teaching ... But your responsibilities make demands on you that go far beyond the need for professional skills and competence ... Through you, as through a clear window on a sunny day, students must come to see and know the richness and joy of a life lived in accordance with Christ's teaching, in response to his challenging demands. To teach means not only to impart what we know, but also to reveal who we are by living what we believe. It is this latter lesson which tends to last the longest.*

(Pope John Paul II, Address to Catholic Educators, September 12, 1984)

Pope John Paul II clarified this further when he spoke on Catholic Education in Melbourne:

*I welcome you into that chosen group called by the Church to educating young Catholics in the faith. In a very special way, you share in the Church's mission of proclaiming the good news of salvation. Not all of you may be teaching catechetics, but if you are on the staff of a Catholic school, it is expected, and it is of the utmost importance, that you should support the whole of the Church's teaching and bear witness to it in your daily lives ... Certainly your work demands professionalism, but it also demands something more. Your professionalism as teachers involves tasks that are linked to your Baptism and to your own commitment in faith ... No matter what subject you teach, it is part of your responsibility to lead your pupils more fully into the mystery of Christ and the living tradition of the Church ... The parish primary school, where younger children receive their early lessons in the faith, remains a cornerstone of the pastoral care of Australian Catholic people. Here the community of faith hands on the timely message of Jesus Christ to its youngest members ... More difficult challenges face the Catholic secondary school. Here students must be helped to achieve that integration of faith and authentic culture which is necessary for believers in today's world. But they must also be helped to recognise and reject false cultural values which are contrary to the Gospel.*

(Pope John Paul II, Address to Catholic Education, November 28, 1986)

Pope Benedict stated when addressing Catholic educators in the United States of America in 2008:

*Education is integral to the mission of the Church to proclaim the Good News. First and foremost every Catholic educational institution is a place to encounter the living God who in Jesus Christ reveals his transforming love and truth (cf. Spe Salvi, 4). This relationship elicits a desire to grow in the knowledge and understanding of Christ and his teaching. In this way those who meet him are drawn by the very power of the Gospel to lead a new life characterised by all that is beautiful, good, and true; a life of Christian witness nurtured and strengthened within the community of our Lord's disciples, the Church.*

(Pope Benedict XVI, Address to Catholic Educators, April 17, 2008)

And in an address to Catholic teachers during his visit to England in 2010, His Holiness stated:

*As you know, the task of a teacher is not simply to impart information or to provide training in skills intended to deliver some economic benefit to society; education is not and must never be considered as purely utilitarian. It is about forming the human person, equipping him or her to live life to the full – in short it is about imparting wisdom.*

...

*It means that the life of faith needs to be the driving force behind every activity in the school, so that the Church's mission may be served effectively, and the young people may discover the joy of entering into Christ's "being for others".*

(Pope Benedict XVI, Address to Catholic Teachers, September 17, 2010)

This philosophy of Catholic education, expressed in a growing number of documents and policy statements, guides the Catholic school in its functioning. Whilst it is accountable to the general community for the provision of quality education to young people, it is also accountable to the Church community for providing this within the context of the Gospel and its values as expressed in Catholic doctrine. The Catholic school is more than an educative institution: it is a key part of the Church, and an essential element in the Church's mission. So too staff in the Catholic school are more than employees – they minister in the name of the Church and of the Gospel.

All staff in the Catholic school have an indispensable role to play. It is expected of all staff employed in a Catholic school that they:

- (a) accept the Catholic educational philosophy of the school;
- (b) develop and maintain an adequate understanding of those aspects of Catholic teaching that touch upon their subject areas and other aspects of their work;
- (c) by their teaching and other work, and by personal example, strive to help students to understand, accept and appreciate Catholic teaching and values;
- (d) avoid, whether by word, action or public lifestyle, influence upon students that is contrary to the teaching and values of the Church community in whose name they act;
- (e) in relation to teachers, comply with the Accreditation Policy of the Catholic Education Commission of Victoria (CECV) to teach in a Catholic school, and other CECV policies, and uphold the professional standards expected of a teacher;
- (f) be committed to regular ongoing professional development;
- (g) be qualified as required by state authorities;
- (h) be a person suitable to work with children.

## **PART 4: CHILD SAFE INFORMATION**

The College holds the care, safety and wellbeing of children and young people as a central and fundamental responsibility. Central to the mission of the College is an unequivocal commitment to fostering the dignity, self-esteem and integrity of children and young people and providing them with a safe, supportive and enriching environment to develop spiritually, physically, intellectually, emotionally and socially.

The College's expectations in relation to child safety are contained in:

- the EREA Statement of Commitment to Child Safety, endorsed by the College and available [here](#).
- the College's Child Safe Policy, incorporating the Child Safe Code of Conduct, available [here](#).
- the PROTECT resources, endorsed by the College and available [here](#).

The College's child safety material complements the EREA Code of Conduct which details, clarifies and affirms the standards of behaviour expected for members of the Edmund Rice Education Australia community, including members of the College community. The Edmund Rice Education Australia Code of Conduct is available [here](#).

## PART 5: EMPLOYEE COLLECTION NOTICE

1. In applying for this position you will be providing the College with personal information.
2. If you provide us with personal information, for example, your name and address or information contained on your resume, we will collect the information in order to assess your application for employment. We may keep this information on file if your application is unsuccessful in case another position becomes available.
3. The College's Privacy Policy is accessible via the College website, or by request from the College office. The policy contains details of how you may complain about a breach of the Australian Privacy Principles (**APPs**) or how you may seek access to personal information collected about you. However, there may be occasions when access is denied. Such occasions would include where access would have an unreasonable impact on the privacy of others.
4. We may use and disclose personal and sensitive information that we collect for administrative, educational and support purposes. This may include use and disclosure of your personal information to the Catholic Education Commission of Victoria (**CECV**), Catholic Education Offices, and support vendors (including specifically, TechOne, Synergetic Management Systems and SIMON) that provide services around staff administration systems, but will not disclose this information to other third parties without your consent.
5. We are required to collect information under Victorian Child Protection laws. Employees who are not registered teachers are required to have a current and valid Working with Children Check (WWCC), and a National Criminal History Record Check. We may also collect other personal information about you in accordance with these laws.
6. Where personal and sensitive information is retained by the CECV by a cloud service provider to facilitate human resources and staff administrative support, this information will be stored on **servers within Australia**. This includes the Integrated Catholic Online System (**ICON**). Current best practice cyber security measures will be employed to protect this personal and sensitive information from unauthorised access, modification, use and disclosure.
7. We may store and disclose personal information to overseas recipients, through the usage of Cloud Computing Storage or similar services. The College discloses such information in accordance with APP 8.
8. If you provide us with the personal information of others, we encourage you to inform them that you are disclosing that information to the College and why, that they can access that information if they wish and that the College does not usually disclose the information to third parties.
9. If you are employed by the College, the personal information that we collect about you will become part of your employee record and will be handled in accordance with the law and clause 6 of this notice.
10. Staff information is exempt from the *Privacy Act 1988*. Other requirements (ie. staff contracts, other school policies) may contain confidentiality clauses or other restrictions on the entities that staff information can be disclosed to.

**Name**

**Signature**

**Date**

**PLEASE COMPLETE, SIGN AND RETURN THIS PAGE IN YOUR APPLICATION.**

## **PART 6: SELECTION GUIDELINES FOR APPLICANTS**

### **1. ELIGIBILITY**

Please ensure that you are able to demonstrate capacity in the Duties and Responsibilities included in the Position Description.

If you are not an Australian citizen or resident, you may be asked to provide proof of your ability to legally work in Australia.

### **2. PREPARATION OF YOUR APPLICATION**

#### **A. GENERAL**

Applications must be emailed to [jobs@stpats.vic.edu.au](mailto:jobs@stpats.vic.edu.au).

#### **B. COVERING LETTER**

It is recommended that you submit a covering letter with your application addressing your suitability for the position, including a response to the Key Selection Criteria.

#### **C. CURRICULM VITAE**

You are required to submit a current Curriculum Vitae with your application, which must address the following:

##### **Personal**

- your full name, address, email address and telephone number
- your VIT number and type, if relevant
- your Working With Children Check number and type, if relevant
- your National Police Check (please attach document), if relevant

##### **Education**

- full details of qualifications obtained, including the qualification, year completed and name of the institution

##### **Current Employment:**

- the name and contact details of your current employer
- your position and a description of your duties
- your commencement date of employment

##### **Previous Employment, for all previous employment:**

- the name and contact details of your employer(s)
- your position and a description of your duties
- the dates of your employment

##### **Volunteer Work:**

- the name and contact details of the relevant organisation(s)
- your position and a description of your duties
- the dates of your engagement

## **D. REFEREES**

You are asked to supply names and contact details of your referees, who can speak to your professional and/or personal attributes and comment on your suitability for child related work.

You are encouraged to advise your referees of your intention to apply for this position and seek their willingness and ability to support your application. Please note, that the College may seek references from your identified referees on receipt of your application but prior to you being offered an interview.

Please note that the College reserves its right to seek references from referees other than those nominated by you.

## **E. SUPPORTING DOCUMENTS**

In compiling your application, please ensure that you complete, sign and return the relevant documents within this Application Package including:

- the Employee Collection Notice;
- the Pre-Employment Questions; and
- the Applicant Declaration.

If you require any further information in relation to this position, please contact Kathy Prince, Director of Human Resources via [kprince@stpats.vic.edu.au](mailto:kprince@stpats.vic.edu.au) or 03 5322 4489.

**APPLICATIONS CLOSE ON FRIDAY, 17 SEPTEMBER 2021**

## PART 7: PRE-EMPLOYMENT QUESTIONS

It is an inherent requirement of the position that you be a person suitable to work in child-connected work. Each of the following questions are relevant to the College's understanding and determining your likely ability to carry out the inherent requirements of the advertised position. You must answer each question.

<b>1. Have you ever had any disciplinary action taken against you by an employer (e.g. received a warning or had your employment terminated) in relation to any inappropriate or unprofessional conduct?</b>	
NO <input type="checkbox"/>	YES <input type="checkbox"/>
If yes, please provide details:	
<b>2. Have you ever been the subject of an allegation of inappropriate or unprofessional conduct which has been substantiated by an employer or other body?</b>	
NO <input type="checkbox"/>	YES <input type="checkbox"/>
If yes, please provide details:	
<b>3. Have you ever been found guilty of a criminal offence or are you currently facing criminal charges?</b>	
NO <input type="checkbox"/>	YES <input type="checkbox"/>
If yes, please provide details:	
<b>4. Do you consent to the College contacting the appropriate person at any or all of your current or former employers (including any retired person who at the relevant time may have been employed by a former employer) to confirm the accuracy of your answers in questions 1–3 above and to ask about your suitability to work with children?</b>	
NO <input type="checkbox"/>	YES <input type="checkbox"/>
If NO, this will be discussed further if you are offered an interview.	

Name

Signature

Date

**PLEASE COMPLETE, SIGN AND RETURN THIS PAGE IN YOUR APPLICATION.**

## **PART 8: APPLICANT DECLARATION**

I declare that the contents of my application (including any supporting documentation) are true and correct and complete to the best of my knowledge and no information concerning my employment history has been withheld.

I understand that any wilfully incorrect or misleading answer or material omission which relates to any of the questions in this Application Package may make me ineligible for employment, or if employed, liable to disciplinary action which may include dismissal.

I understand that all applicants are required to undergo background screening which may include a National Police Record Check. I consent to such screening and checks in connection with my application for employment.

I consent to the College making inquiries of any current and/or previous employers in connection to the information and answers I have provided in my application to verify the accuracy of the information in this form and to confirm my ability to carry out the inherent requirements of the position including my suitability to perform child connected work.

I understand and accept that my appointment to this position requires compliance with the College's child safe information. I have read and understand the College's child safety information as contained within Part 4 of this Application Package, including the Child Safe Policy, the Child Safe Code of Conduct and the Edmund Rice Education Australia Code of Conduct.

**Name**

**Signature**

**Date**

**PLEASE COMPLETE, SIGN AND RETURN THIS PAGE IN YOUR APPLICATION.**