



# SCIENCE TEACHER FULL-TIME/PART-TIME

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Employment package  
December 2024

[dubbocs.edu.au](http://dubbocs.edu.au)



# WELCOME

**Dubbo Christian School is a non-denominational, co-educational Christian day school established in 1983. It was set up by a group of parents from various churches who desired Christian education for their children. It started with 44 students and has steadily grown to its current size of about 645 students from Kindergarten to Year 12. Dubbo Christian School is a Child Safe School.**

Dubbo Christian School's mission is to provide authentic, responsive and high-quality education that is Bible based and Christ-centred to prepare, equip and transform lives. Our school motto is "Learning in Truth" which emphasises that all learning is subject to the Lordship of Christ.

All that we do must be done in the context of the truth contained in God's Word and teachers are encouraged and challenged to contend with this notion and work towards truly faithful, Biblical programs and lessons. This is implemented by the "Transformation by Design" and "DCS Teaching and Learning" Framework.

The successful applicant will be required to work with the teaching and learning team to implement these frameworks in the secondary school.

Dubbo Christian School is a Christian Education National (CEN) school. This means it is committed to a parent-controlled governance model and the values of strong partnerships in the delivery of a transforming and Biblically authentic approach to education.

The heart of Dubbo Christian School is found in partnership that is built on strong relationships between all the stakeholders in our community – the staff, the students, our parents, churches and the wider community. We aim to be an authentic learning community engaged in developing and nurturing students so that they are able to identify and develop their God given potential in all facets of their life.

Dubbo Christian School is seeking a Full-time or part-time 7-12 Science teacher to join our Science department in 2025, contributing to our culture and academic emphasis.

*"Students are nurtured and challenged throughout their schooling to prepare them to confidently take their place in the world".*





Dubbo Christian School is governed by an overarching company, Berakah Christian Education Ltd. (BCE). BCE operates Dubbo Christian School, Wellington Christian School (WCS) and Dubbo Christian Preschool (DCP). The BCE vision is "In partnership, to equip students with a distinctive and responsive education, to be transformational with a heart for Christ".

The Board embraces its responsibility of governing the BCE Schools, and in particular, ensuring that the strategic direction and operations of each School align with the BCE vision and the respective School missions. A key Board priority is confirming that School operations are grounded in the principles outlined in the BCE Statement of Faith and Educational Charter and that the organisation as a whole protects and maintains its Christian distinctiveness.



## OUR VISION

**In partnership, to equip students with a distinctive and responsive education, to be transformational with a heart for Christ.**



## OUR MISSION

**To provide authentic, responsive and high-quality education that is Bible-based and Christ-centred to prepare, equip and transform lives.**



# ABOUT DUBBO

**Dubbo is a flourishing regional city set in the heart of the Central West of New South Wales. Serving as a hub for major road and rail transport across New South Wales, Dubbo's population currently sits at over 55,000, and services a catchment of approximately 120,000 people in surrounding areas. The city's combination of beautiful rural landscapes, open spaces and urban amenities attracts both individuals and families to this region.**

Dubbo's Real Estate market is both varied and affordable, making it an ideal location for people wanting to leave the expense and commute times of larger cities. With good sporting, entertainment and recreational centres, Dubbo offers much toward a busy and active lifestyle for the whole family.

Dubbo provides excellent opportunities in education with over 20 private and public schools, and the Dubbo TAFE campus. It is also home to one of the four main campuses of Charles Sturt University. The Dubbo Base Hospital is also a teaching hospital and is affiliated with the University of Sydney's School of Rural Medicine.

Situated on the Macquarie River, Dubbo's region is home to many unique attractions, such as the Taronga Western Plains Zoo, Dundullimal Homestead, the Wellington Caves, and many more. Dubbo's Regional Airport connects with Sydney, Newcastle, Brisbane, Melbourne, and other regional airports, giving residents direct access to both city and country destinations.

Dubbo is located in a warm temperate climate zone. Summers are warm to hot, and winters are cool to cold. The town's location allows a large temperature variation during the year, with high summer temperatures, sometimes peaking above 40 °C, and colder sub-zero temperatures in winter.

**26,650**

LOCAL JOBS



**\$530,000**

MEDIAN DUBBO HOUSE PRICE



**150+**

AREAS FOR RECREATION



# DUBBO CHRISTIAN SCHOOL SECONDARY

Dubbo Christian School Secondary currently has approximately 320 students in Years 7–12. They are a lovely group of young people who tell us anecdotally and through annual surveys that they enjoy being at school, they feel safe, and that they belong and know and appreciate that their teachers have high expectations of them.

Dubbo is a growing city and this combined with a number of local Christian schools feeding into Year 7, means that our high school has experienced significant growth in the last few years. We anticipate this will continue.

To accommodate this growth we have embarked on a significant building program that has included a new Science block and TAS building. Our Building Masterplan will see the construction of new facilities/refurbishment of existing facilities for the senior school in the next few years.

The current Secondary leadership structure includes a Head of Secondary and Heads of Department for English, Maths, Science, HSIE, PDHPE/Sport, TAS and CAPA. Educational outcomes in Secondary are supported by the Learning Support Coordinator - Secondary, the BCE Director of Teaching and Learning Enhancement and the DCS Teacher Mentor.



# SUCCESSFUL APPLICANT REQUIREMENTS

- have appropriate tertiary qualifications as a teacher, including NSW teacher accreditation (or capacity to obtain this)
- have a current valid Working with Children Check (or equivalent in their current jurisdiction)
- have familiarity with the NSW & Australian curriculum (or the demonstrated capacity to develop this)
- be an active and passionate Christian, able to accept and live out the [BCE Statement of Faith](#)
- be able to develop, promote and protect a Christian ethos and culture of the school through team oriented, collaborative Christian leadership as outlined in the schools [Educational Charter](#).
- demonstrate an understanding and appreciation of staff, curriculum and student welfare issues particularly in Year 7 to Year 12
- demonstrate a passion for and skill in teaching, including a commitment to the [DCS Teaching & Learning Plan](#)
- be an effective team member, able to both accept and provide direction and support
- demonstrate the ability to implement and sustain change
- possess high level communication, analytical, strategic planning, administration and problem-solving skills



# POSITION DESCRIPTION

POSITION TITLE	Science Teacher (FT/PT)
DEPARTMENT	Secondary
REPORTS TO	Principal

## PRIMARY PURPOSE

A 7-12 classroom teacher is to be an effective educator who demonstrates an understanding and strong commitment to Christian Education. The teacher is to present a high level of competency in the delivery of curriculum which is reflective of contemporary pedagogy through a Christian lens. A passion for educating and nurturing students in a rural setting is fundamental to this role.

## ESSENTIAL CRITERIA

- Relevant tertiary qualifications for the position and NESAs teacher accreditation
- Approval to teach Science
- Knowledge of current syllabus documents and proven ability to develop contemporary teaching and learning programs
- Demonstrated ability in using technology in the learning process
- An understanding of and commitment to student wellbeing
- Commitment to the school's child safe standards.

## DESIRABLE CRITERIA

- First aid qualification
- Understanding of Explicit Direct Instruction and the Transformation by Design framework.
- Experience in using Student Management Systems, in particular Sentral

## PERSONAL ATTRIBUTES

- A committed Christian and an active member of a church
- Commitment to the school's vision, mission and Christian perspective
- Demonstrated ability to contribute to the co-curricular life of the school
- Well-developed written, oral and organisational skills
- An ability to work effectively as a team member
- A commitment to ongoing personal professional development and best practice
- Ability to be discreet and maintain confidentiality.

## KEY RESPONSIBILITIES

**In all matters concerning their appointment, the 7-12 teacher will be responsible to the Principal or deputised person to act on behalf of the Principal. For practical purposes these functions will be delegated to the Head of Department on a day to day basis. A 7-12 teacher's key responsibilities are as follows:**

### 7-12 TEACHER RESPONSIBILITIES

- Ensure that all teaching programmes, examinations, assessments and reporting comply with school policy and NESA requirements
- Either work toward or maintain NESA teacher accreditation
- Adhere to and implement all safe work practices and procedures in accordance with School policies
- Undertake excursions, competitions and other relevant curricular and co-curricular activities
- Ensure all excursions in area/s of responsibility are compliant with excursion risk assessment procedures
- Maintain accurate records of student achievement, pastoral care and communication with parents/care givers
- Abide by the school's Staff Dress Code

- Undertake rostered supervisory duties outside of the classroom and exercise responsibility for the welfare of students
- Other duties as delegated by the Principal, Deputy Principal, Head of Secondary or Head of Department.

### 1. STUDENTS

- Monitor and encourage a positive learning culture in their class/es
- Ensure high standards of student supervision, discipline and conduct
- Ensure effective, caring pastoral care is provided to students, including mandatory Child Protection responsibilities
- Ensure behavioural issues are dealt with according to behaviour management procedures

### 2. PARENTS

- Maintain the highest level of parent communication
- Manage parent concerns and issues and advises the respective supervisor/s immediately of such incidents
- Ensure that sick/absent students work programs are provided in a timely manner when requested by Head of Secondary

## ADMINISTRATION / DUTIES

Some duties will need to be performed at times other than during the school day or when students are in attendance, including on weekends. Duties may be varied by the school from time to time in accordance with the school's operational requirements.

## HOURS OF DUTY

This is a permanent full-time or part-time position. Specific weekly hours and annual leave entitlements are in keeping with similar positions in other institutions and will be documented in the Letter of Offer.



*'Whatever you do, work at it with all your heart as working for the Lord, not men'*  
Col 3:23





# APPLICATION PROCESS

Applications for the position of Full-time 7-12 Agriculture/Science Teacher at Dubbo Christian School in 2025 should be made through the submission of an [Application Form \(Teacher\)](#) (found on the DCS website under [Employment](#)).

Applications should be emailed to: [hr@dubboocs.edu.au](mailto:hr@dubboocs.edu.au)



# SELECTION TIMELINE

Applications close on **Wednesday 18 December 2024.**



A shortlist will be prepared and shortlisted candidates will be notified before **20 December 2024.**



It is expected that interviews will commence from early-January.



It is intended that the successful applicant commence employment on **20 January 2025.**





## For more information

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If you are interested in finding out more about Dubbo Christian School, or would like to take the opportunity for a school tour, please do not hesitate to contact us or drop in to visit.

**Phone** (02) 6882 0044

**Email** [principal@dubbocs.edu.au](mailto:principal@dubbocs.edu.au)

**Address** 141 Sheraton Road, Dubbo, NSW 2830

