



CANDIDATE INFORMATION PACK

Dean of Teaching & Learning

Coorparoo, Brisbane · Senior Leadership Team
Full-Time Fixed-Term · Commencing Term 1, 2027



VILLANOVA COLLEGE

Developing fine young men

VINCIT VERITAS · TRUTH CONQUERS

THE OPPORTUNITY

Contents & Position at a Glance

POSITION	Dean of Teaching & Learning
REPORTS TO	Principal
EMPLOYMENT TYPE	Full-Time Fixed-Term (five years initially)
CLASSIFICATION	Senior Leadership – Catholic Employers Single Enterprise Agreement (Religious Institute Schools of Queensland) 2023–2026
COMMENCES	Term 1, 2027
APPLICATIONS CLOSE	Friday 10 July 2026 (COB)
ENQUIRIES	hr@vnc.qld.edu.au

IN THIS PACK

Welcome from the Principal	03
About Villanova College	04
Vision, Mission & Values	05
The Role	06
Key Responsibilities	07
Key Selection Criteria	09
Leadership Structure	10
Remuneration & Conditions	11
Governance & Compliance	12
How to Apply	13



Villanova College – Coorparoo, Brisbane. An Augustinian Catholic school for boys, Years 5 to 12.

WELCOME

A Message from the Principal

Dear Candidate,

On behalf of the Board of Directors, the College Leadership Team and the entire Villanova community, I warmly welcome your interest in the position of Dean of Teaching & Learning.

Villanova College is a remarkable place — a school grounded in faith, shaped by 75 years of Augustinian tradition, and deeply committed to the formation of the whole person. We are proud of what our young men achieve within these walls, and we are equally proud of the exceptional team of educators who make that possible every day.

This is a pivotal moment for the College. Our current Strategic Plan, *'Together in Heart & Mind toward the future'*, charts an ambitious course for teaching and learning excellence, and the Dean of Teaching & Learning will be central to that journey. We are seeking a leader with the vision, energy and practical capability to inspire our teachers, sharpen our pedagogical practice, and ensure every student in Years 5 to 12 experiences classrooms and learning that connects, engages and challenges.

The right candidate will bring more than expertise in curriculum and pedagogy. They will bring genuine commitment to the Catholic and Augustinian mission of this College — a belief that education is the formation of the whole person, and that truth, pursued with humility and community, is at the heart of all we do.

I look forward to welcoming the new Dean of Teaching & Learning into our community, and I hope this information pack gives you a clear picture of who we are and what we are building together.



Paul Begg

Principal, Villanova College



“Truth, pursued with humility and community, is at the heart of all we do.”

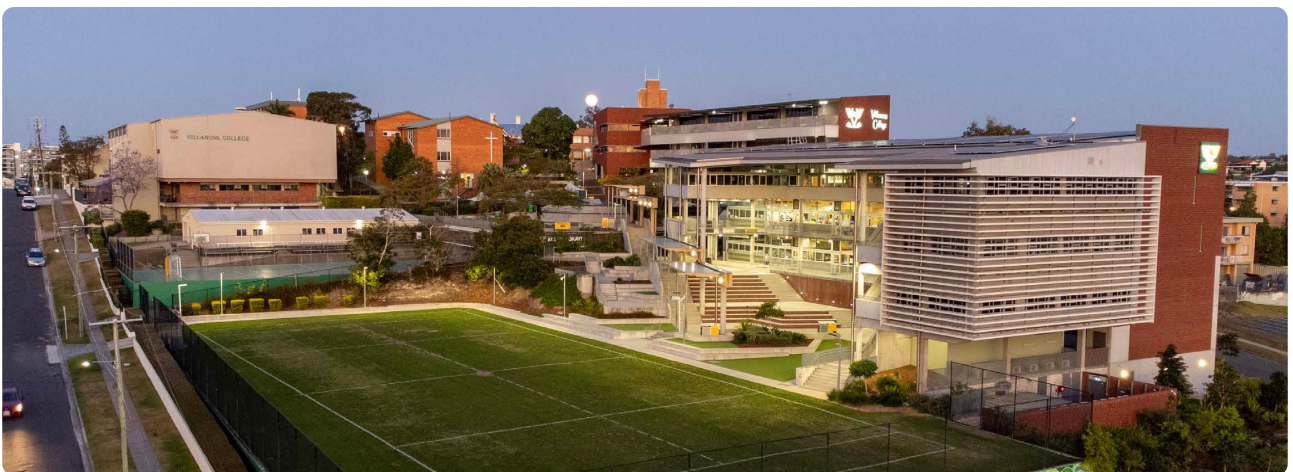
WHO WE ARE

About Villanova College

Our History

Villanova College is an independent Catholic school for boys, founded in 1948 by the Augustinian Order. The College began as a small community of 40 students on a 10-acre property in Hamilton, before relocating to its present home in Coorparoo in 1954 – where it still stands on the grounds of the historic estate 'Langlands'. Today, Villanova is a thriving community of approximately 1,500 students in Years 5 to 12, supported by a dedicated team of more than 250 staff.

The Augustinian Order brings to Villanova a 750-year tradition of education grounded in the restless pursuit of truth, deep community, and the formation of the whole person. Our motto – **Vincit Veritas**, “Truth Conquers” – is not merely a phrase on a crest. It is a living commitment that shapes how we teach, how we relate, and how we aspire.



The Villanova College campus at Coorparoo – heritage buildings and contemporary learning spaces side by side.

1948

FOUNDED

~1,550+

STUDENTS, YRS
5-12

250+

STAFF

750

YEARS
AUGUSTINIAN

WHAT WE BELIEVE

Vision, Mission & Values

Our Vision & Mission

Villanova College's Vision is to strive for excellence in boys' education as an Augustinian community, one in mind and heart on the way towards God. We embrace the living traditions of the Catholic Church, enriching the mission of the Archdiocese of Brisbane with our Augustinian charism and organisational independence.

We believe that education is the formation of the whole person within a faith community. Our community promotes life-long learning through continually challenging itself in the restless search for Truth. All staff at the College are expected to support the ideals and principles of a Catholic school. Within our College, the wellbeing and safeguarding of our students, staff and wider community is paramount.

Our Values & Strategic Priorities

AUGUSTINIAN VALUES	STRATEGIC GOALS
Community	Augustinian Identity and Mission
Humility	Transforming Teaching and Learning
Interiority	Student Wellbeing
Search for Truth	Stewardship

Our Community

Villanova prides itself on being an equal opportunity, family-friendly workplace with a distinct culture of welcome. A strong sense of community unites staff, parents and students – we treasure open, honest and caring relationships, and we welcome people of all faiths and denominations to share in our story of hope.

The College offers a range of benefits to staff, including professional development opportunities, career progression pathways and a wellbeing program. Staff are remunerated in accordance with the Catholic Employers Single Enterprise Agreement (Religious Institute Schools of Queensland) 2023–2026.

THE POSITION

The Role

Dean of Teaching & Learning

The Dean of Teaching & Learning is a senior leadership position within the College Leadership Team, with direct responsibility for the strategic direction, implementation and continuous improvement of teaching and learning across Villanova College, Years 5 to 12.

As a member of the College Leadership Team, the Dean works closely with the Principal, Deputy Principal, and a broad team of middle leaders to embed a high-performance learning culture grounded in contemporary pedagogy, evidence-informed practice and the Augustinian ethos of the College.

The Dean of Teaching & Learning reports to the Principal and provides system-level leadership across the College's academic portfolio. This is a role for a confident, collegial and deeply committed educational leader – one who inspires excellence in others and leads with both intellectual rigour and genuine pastoral care.

POSITION DETAILS

REPORTS TO	Principal
EMPLOYMENT TYPE	Full-Time Fixed-Term Appointment (five years initially)
CLASSIFICATION	Senior Leadership, per the Catholic Employers Single Enterprise Agreement (Religious Institute Schools of Queensland) 2023–2026
COMMENCES	Term 1, 2027
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DIRECT REPORTS

The Dean provides line management and strategic leadership to:

- Director of College Operations
- Director of Studies
- Director of Pedagogy
- Director of E-Learning
- Head of Careers & Pathways
- Head of Inclusive Learning
- Head of Library & Information Services
- International Student Coordinator
- Heads of Faculty

THE POSITION

Key Responsibilities

LEARNING LEADERSHIP

- Lead the implementation and ongoing review of the College Vision for Learning.
- Lead the development, implementation and improvement of whole-school pedagogical practices.
- Lead the ongoing development of contemporary teaching, learning and curriculum processes, including the effective use of school data from external assessments and diagnostic testing.
- Liaise with and manage legislated requirements regarding national and state educational authorities concerning Curriculum, Assessment and Reporting.
- Work with senior and middle leaders to systematically analyse data on student performance, including academic, attendance, behavioural and wellbeing data.
- Build data literacy among teachers across the College.
- Oversee academic reporting throughout the College.

COLLEGE PLANNING

- Work directly with the Principal and Deputy Principal and collaboratively with the College Leadership Team in the management and strategic operation of the College.
- Contribute to the development, implementation and review of the College Strategic Plan and School Improvement Plan.
- Work with the Director of College Operations to oversee the development and review of the College timetable.
- Collaborate with relevant stakeholders to oversee the resourcing and development of learning spaces.

BUILDING STAFF CAPACITY

- Lead the implementation, review and ongoing development of the Teacher Development Program, sustaining a culture of reflective, evidence-based professional practice.
- Lead the Academic Leadership Team in achieving best practice in pedagogy and curriculum processes.
- Develop the leadership capacity of self and others to meet the learning needs of the College and its community.
- Promote teacher professionalism and positive staff morale, contributing to team-building and recognition processes.
- Lead the development of the College Professional Learning Calendar.

THE POSITION

Key Responsibilities (continued)

INNOVATION AND IMPROVEMENT

- Drive a culture of continuous improvement within the Academic Leadership Team, fostering strategic thinking and solutions-focused approaches.
- Work strategically, distributing leadership to support effective improvement and change.
- Promote and sustain school improvement through quality assurance and review strategies.
- Contribute to the College Strategic Plan, School Improvement Plan and Annual Report.
- Anticipate changes in post-secondary pathways and the future of work, and make timely recommendations to enhance the College's educational offerings.

STUDENT PATHWAYS AND ACADEMIC RECOGNITION

- Lead and oversee the monitoring of student academic progress in consultation with Heads of Faculty and the Pastoral Leadership Team.
- Work with the Head of Careers & Pathways team to support student course selection and future planning.
- Lead major curriculum and course selection processes, and associated parent seminars and information evenings.
- Lead the review and development of new course offerings, including Curriculum and Elective Handbooks.
- Track academic progress and lead academic recognition processes, including awards, scholarships and related events.

OTHER DUTIES

- Uphold the College Code of Conduct and ensure child safety is maintained at all times.
- Provide reports to the College Leadership Team and Board as required.
- Deputise for the Principal or Deputy Principal when required.
- Other duties as directed by the Principal.

The Dean of Teaching & Learning works closely with the Principal, Deputy Principal, the College Leadership Team, all Heads of Faculty, and the broader Middle Leadership Team across the academic, pastoral and mission functions of the College.

WHAT WE'RE LOOKING FOR

Key Selection Criteria

Applicants are asked to address the following criteria in their cover letter, providing specific examples of relevant experience and practice.

1 **Catholic faith and Augustinian mission**

A genuine and active commitment to Catholic education and the Augustinian ethos of the College, with a personal faith that informs your leadership.

2 **Senior educational leadership**

Significant experience in a senior leadership role, with a demonstrated track record of driving whole-school teaching and learning improvement.

3 **Pedagogy and curriculum expertise**

Deep knowledge of contemporary pedagogy, curriculum design and assessment, including the ability to use data to diagnose needs, set targets and evaluate impact.

4 **Leading and developing people**

Proven capacity to lead, develop and inspire teachers and middle leaders, building a high-performance, collaborative and psychologically safe professional culture.

5 **Strategic thinking and planning**

Strong strategic thinking skills, with experience contributing to or leading the development and implementation of school improvement and strategic plans.

6 **Innovation and change leadership**

Demonstrated experience in leading innovation and change within a school environment, including managing competing priorities and uncertainty.

7 **Communication and community engagement**

Excellent communication skills (written and oral) and the ability to engage effectively with students, staff, parents and the wider College community.

8 **Compliance and governance knowledge**

Working knowledge of child safeguarding obligations, QCT registration requirements and applicable industrial instruments including EB10.

9 **Qualifications and registration**

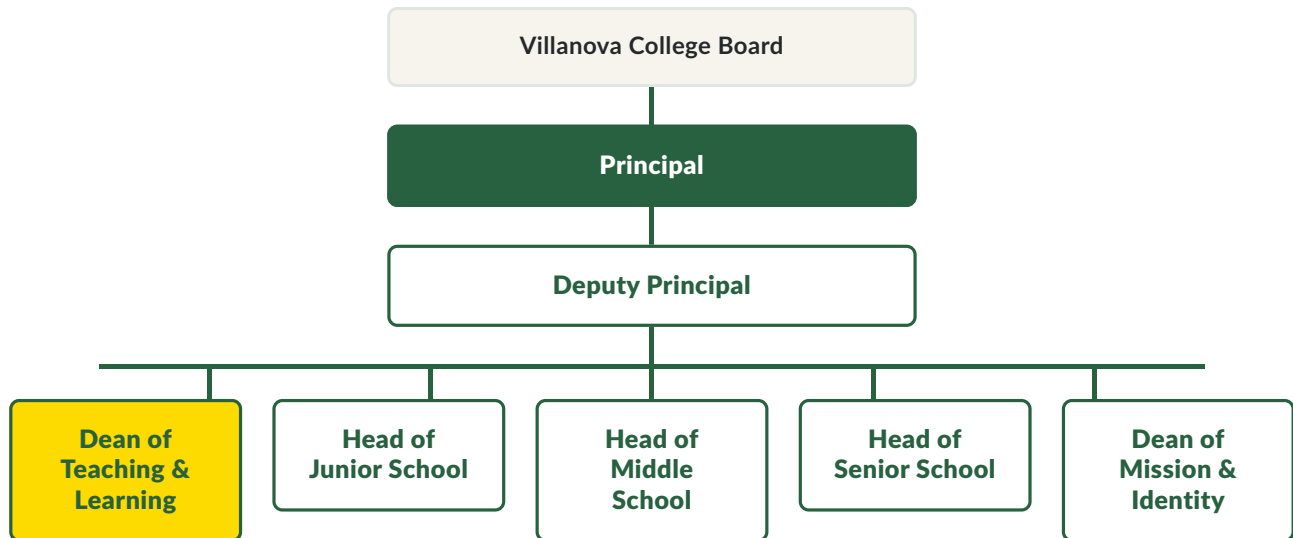
Relevant teaching qualification and current Queensland College of Teachers registration.

HOW WE'RE ORGANISED

Leadership Structure

Villanova College is led by a committed and experienced Senior Leadership Team operating under the direction of the Principal. The Dean of Teaching & Learning is a key member of this team, working closely with the Deputy Principal and the wider College Leadership Team.

ACADEMIC – ORGANISATION STRUCTURE



 Position being recruited

DIRECT REPORTS TO THE DEAN OF TEACHING & LEARNING



Remuneration & Conditions of Appointment

Classification and Salary

This position is classified as a Senior Leadership role under Schedule 2 of the Catholic Employers Single Enterprise Agreement (Religious Institute Schools of Queensland) 2023–2026 (EB10). Remuneration will be set at the appropriate Senior Leadership salary level as determined by the Agreement, with recognition of previous service in accordance with clause S2.12.

Term of Appointment

In accordance with clause S2.5.1 of EB10, appointment to this Senior Leadership position is as follows:

- **Initial appointment:** Five years, commencing Term 1, 2027.
- **Further appointment:** a second term of Five years, subject to a satisfactory performance review at the conclusion of the first five years. The review process will be conducted in accordance with the principles outlined in Schedule 7 of EB10.
- **After 10 years:** the employer may, at its discretion, advertise the position. Subject to a successful application, the incumbent may be reappointed in accordance with the above terms.
- **By mutual agreement:** after 10 years, the employer and incumbent may agree to a further appointment of up to five years without re-advertisement, subject to satisfactory appraisal. The position will be advertised at the conclusion of this period.

Additional Information

The full terms and conditions of appointment will be confirmed with the successful candidate and set out in a formal letter of offer. This document does not constitute a contract of employment.

OUR COMMITMENTS

Governance & Compliance

At all times, the Dean of Teaching & Learning must act in accordance with all College policies, procedures and Workplace Health and Safety requirements, including:

- College and Augustinian Values
- Code of Conduct
- Social Media Guidelines for Staff
- Workplace Health and Safety Policy
- Anti-Discrimination, Bullying and Harassment Policy
- Student Protection Policy and Child Safeguarding Guidelines

This role is required to ensure that health and safety policies and practices throughout relevant areas of responsibility are in line with national requirements, and to liaise with the College's Compliance Officer as required.

CHILD SAFETY & WELLBEING

Villanova College is deeply committed to fostering an environment that is safe for every child. We stand firmly against Workplace Harassment, Sexual Harassment, Discrimination and Bullying, and we have robust human resources, recruitment and vetting practices in place to uphold these values. Certain roles require working with children checks, police record checks and reference checks.

Villanova College acknowledges the traditional custodians of the land on which we work and study, and their living culture. We pay our respects to them and their Elders, past and present, for their care of the land and waterways, and pay tribute to the unique role they play in the life of this region.

NEXT STEPS

How to Apply

APPLICATION REQUIREMENTS

Applications should be addressed to the Deputy Principal and submitted via email to hr@vnc.qld.edu.au by COB Friday 10 July 2026. Your application must include:

- A cover letter (maximum two pages) addressing the Key Selection Criteria and including a brief statement on your personal alignment with the Catholic and Augustinian mission of Villanova College.
- A current curriculum vitae, including educational qualifications, employment history and professional memberships.
- The names and contact details of three professional referees, at least one of whom is your current or most recent employer. Referees will be contacted after interview.

Enquiries

For a confidential discussion or further information, please contact:

Email: principal@vnc.qld.edu.au

Phone: (07) 3394 5690

APPLICATION TIMELINE

- **June 2026**
Position advertised
- **Friday 10 July 2026**
Applications close (COB)
- **Week of 13 July 2026**
Shortlisting
- **Weeks of 20 & 27 July 2026**
Interviews
- **By 14 August 2026**
Successful applicant notified
- **Term 1, 2027**
Commencement

We look forward to receiving your application.

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