

Role Description &
Application Process

Executive Head



ST LUKE'S
COLLEGE



Join our learning community *in Bedfordview*

Purpose-Driven Education

Help us shape thriving and impactful lives

At St Luke's we have more than good intentions. we have a bold, crystal clear vision for the future. We want nothing less than for every child, teacher and family to thrive - in the fullest sense of the word. We are seeking a team of world-changers to join us as we roll up our sleeves; as we journey beyond the ordinary. We are seeking people who will do what is needed and who will do what works, blending the tried and trusted with the new and promising, as we shape a generation for impact.

We build thriving and impactful lives through:

Contribution: We help every young person to discover their calling. We equip students with skills to make an impact in a 21st century world, and we teach and live a worldview that brings coherence, meaning and hope to existence.

Connection: We prioritise the development of social and emotional competencies, equipping students to build and maintain deep and authentic relationships with self and others.

Potential: We couple high expectations, high support and proven practices to help every student grow into their incredible, full potential.

Habits: We intentionally foster self-discipline and build habits that lead to a balanced, resilient life.





Job *description*

Introduction

St Luke's College is part of Thrive.Ed's family of independent schools. You can think of it as St Luke's, a Thrive.Ed school. Our Bedfordview campus is located at 19 St Georges Road, Bedfordview, Germiston. St Luke's College carries forward the legacy of the former Bishop Bavin School, now under new ownership as part of the ThriveEd group, and with a renewed vision for the future. Our historic campus has been reimagined as a dynamic, purpose-driven learning community, where students are encouraged to strive for excellence in all aspects of life. We make private education more accessible to families seeking both academic rigor and faith-based values. Our students enjoy world-class facilities and a rich experience at affordable fees.

We are seeking a capable **Executive Head** with exceptional integrity to join our team. As Executive Head, you will provide visionary leadership across all areas of the school – driving academic excellence, leading a high-performing team, overseeing operations, and fostering a values-based culture. You will be responsible for ensuring strong student outcomes, strategic growth, and deep community connections.



Job title

Executive Head

Objective

Help us to build a learning community where our learners, teachers, parents and shareholders thrive.

Accountable to

Board of Thrive Education

Team

Leadership Team



Key result areas

The successful candidate will help lead the school to its True North. He or she can expect to spend most of their time on activities related to strategic leadership.

STRATEGIC LEADERSHIP AND VISION CLARITY

- Develop, articulate and create clarity around the school's vision for all stakeholders
- Create clarity around the school's culture and valued behaviours
- Lead school-wide strategic planning and ensure alignment with group-wide priorities and goals
- Foster a culture of innovation, accountability, and excellence across all phases

STUDENT OUTCOMES

- Oversee curriculum delivery and ensure high-quality teaching and learning across all grades
- Set and monitor ambitious academic targets, ensuring measurable progress and achievement, and focused on helping all students succeed
- Champion the development of 21st-century skills
- Oversee the development of sport, culture, and enrichment programs that provide opportunities for students to compete at the highest level

STAFF AND LEADERSHIP

- Recruit, develop, and retain high-impact staff
- Build a high-performing leadership team
- Promote a professional culture of continuous learning and evidence-based teaching

OPERATIONAL AND FINANCIAL OVERSIGHT

- Ensure effective and efficient management of the school's operations, facilities, and resources
- Oversee budgeting, financial planning, and compliance with regulatory requirements
- Work closely with the group's operational team to align systems, technologies, and risk management practices

COMMUNITY AND ENGAGEMENT

- Build strong, trusting relationships with parents, staff, students, and the broader community
- Serve as the public face of the school and communicate regularly and transparently with all stakeholders
- Engage with school partners and networks to strengthen opportunities for students

STUDENT WELLNESS AND SUPPORT

- Embed a values-driven culture that nurtures character, compassion, and social-emotional wellbeing
- Develop and implement a Multi-Tiered Support System (MTSS) – a proactive, data-informed framework that provides increasing levels of support to students based on their individual behavioural, social, emotional, and academic needs. This includes universal strategies for all learners, targeted interventions for students who need additional support, and intensive, individualized services for those with the highest levels of need. This includes ensuring pastoral care structures are strong and responsive to student and staff needs.

CONTRIBUTION

- Ensure students have meaningful opportunities for autonomy and to lead, compete, perform, and contribute to the school and to their wider community
- Cultivate partnerships that enhance real-world learning through contribution
- Cultivate service-based community initiatives



Remuneration and Working Hours:

- Market related and dependent on strength of the candidate.

Location

19 St Georges Road, Bedfordview, Germiston.

Start Date

August / September 2025

Experience & Qualifications

Our ideal leader:

- Is supportive
- Operates with a strong results orientation
- Seeks multiple perspectives
- Solves problems effectively

Our ideal candidate will have the following qualifications and experience:

Minimum Qualifications:

A relevant degree in education, business or leadership with substantial senior leadership experience in a school or educational organisation. SACE registration is required. A proven track record of leading teams, driving school improvement, and delivering strong student outcomes is essential. Masters Degree or higher will be advantageous.

Experience:

Minimum of 7 years' senior leadership experience (head of school or higher), ideally in a school or educational organisation, with a demonstrated ability to lead teams and drive whole-school improvement.





How to *apply*

We follow a four-step
appointment process.

01

Share your knowledge, skill and passion by completing our online interview questions at this link: <https://forms.office.com/r/nbkaKAsAWX> (interview - up to 30 minutes)

02

We carefully review all applications. Successful candidates will receive an email with instructions on how to book an in-person interview within 8 weeks.

03

You may be required to conduct work sample tests and undergo psychometric assessments

04

If successful, you will complete a final interview with the Board of Thrive Education

We regret we cannot respond to unsuccessful candidates.

If you have any questions regarding the application process, kindly reach out to us at **apply@thriveed.co**



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