

Role Description &
Application Process

Senior Phase Teacher



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 and 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 reimaged 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 Teachers to join our team and build a critical foundation for thriving and impactful lives. Help us to implement **Thriveway** – a holistic and child-centered framework through which educators are equipped and supported to implement proven best practices in teaching and learning, social and emotional development, behaviour management, physical development, and spiritual growth.



Job title

Senior Phase Teacher

Objective

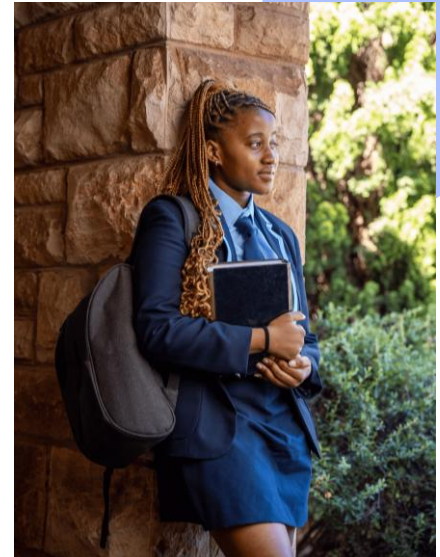
Help us to build a learning community where our learners, teachers, parents and shareholders thrive.

Accountable to

Campus Head and/or Executive Head

Team

Collaborative Teacher 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 teaching and learning.

TEACHING AND LEARNING

Feedback

- Provide and communicate clear learning goals and progressions, so that students understand the progression of knowledge/skill they are expected to master and understand their current status along that progression.
- Use assessments in ways that help students to understand how test scores and grades relate to their status, and growth, on the progression of knowledge/skill they are expected to master.

Content

- Facilitate learning and curriculum mastery.
- Conduct effective direct instruction lessons that focus on surface-level mastery of new content/skill.
- Conduct practising and deepening lessons so that, after new content/skill has been mastered at a more surface level, students can deepen their understanding and develop fluency in skills, practices and processes.
- Conduct knowledge application lessons so that students learn to apply knowledge/skills in novel settings.
- Use effective teaching strategies in all lessons so that students continually integrate new knowledge with old knowledge and revise their understanding accordingly.
- Implement additional academic support for students who fail to master content.
- Differentiate learning in keeping with best practice, in order to meet the needs of many students, much of the time, during universal instruction.

TEACHING AND LEARNING

Context

- Use effective strategies to create student concentration, engagement, and persistence.
- Establish classroom procedures, systems, routines and expectations in ways that set students up for success in understanding, and complying, with these desired norms.
- Communicate high expectations so that all students, including typically reluctant students, feel valued and do not hesitate to interact with the teacher or their peers.
- Build relationships with students, and encourage relationships among peers, so that students feel known, safe, welcome, accepted and valued.

PROFESSIONAL DEVELOPMENT AND COLLABORATION

- Be an active participant in the Professional Learning Community.
- Participate as an active member in professional teams that work together to ensure high levels of learning for all students.
- Take responsibility for your own Professional Development, and engage meaningfully in PD opportunities, including through deliberate practice of new skills, self-reflection, peer engagement, and the creation of a personal growth plan.

STUDENT WELLNESS

- Actively champion the wholesome and holistic development of learners.
- Foster consistent expectations, teaching and reinforcement of expected student behaviour.
- Respond to unwanted behaviour and harm in wise, restorative ways.
- Build community and foster relationships with students, and among peers.
- Teach, support and model social and emotional skills.
- Ensure student safety at all times.
- Support students to develop personal habits that optimise physical and mental health and productivity while supporting the achievement of personal goals.
- Create, in students, an appetite for wholesome content by exclusively using content that is wholesome and of high quality.



COMMUNITY AND CONTRIBUTION

- Facilitate student contribution as a core component of learning.
- Foster student-centred classroom management.
- Support students to develop reasonable autonomy and self-governance.
- Support students to contribute meaningfully to society while learning.

ADMINISTRATION AND COMMUNICATION

- Effectively comply with all administrative requirements of the job, including planning lessons, collecting data to drive instruction, keeping student growth records, and effective communication with parents, leaders and colleagues.

EXTRA DUTIES

- Support with extramural activities and events.



Remuneration and Working Hours:

- Market related and dependent on strength of the candidate.
- 7am – 4 pm daily.

Location

19 St Georges Road, Bedfordview, Germiston.

Start Date

January 2026 (some training / preparation commitments during the final term of 2025).

Experience

Our ideal teacher:

- Is a strong collaborator who does not prefer to work in isolation.
- Has a genuine affection for young people.
- Is willing to take responsibility for the academic, social and emotional success of students.
- Is a firm believer in the potential of every child.
- Has a proven track record of student success.

Qualifications

Our ideal candidate will have the following qualifications and experience:

Minimum Qualifications:

- Tertiary teaching qualification – relevant to the phase for which you are applying
- SACE Registered

Experience:

- At least 5 years teaching experience in the phase for which you are applying.
- Experience in an IEB school will be advantageous.





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/zHw0EzyAXC> (interview takes 20-30 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 teach a sample lesson.

04

If successful, you will complete a final interview with the Executive Head of the school.

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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