



**MOUNT ALVERNIA**  
COLLEGE

**Lyngcoln** | CONSULTING

# College Principal Candidate Pack

Mount Alvernia College

Kedron, Brisbane

Commencing January, 2027



## FROM OUR BOARD

*Kate Eggar - Board Chair*

Mount Alvernia College invites applications for the position of Principal, commencing in January 2027.

Founded in 1956 by the Missionary Franciscan Sisters, Mount Alvernia College is a thriving Catholic secondary school for young women, grounded in the rich traditions of Franciscan spirituality. For 70 years, the College has nurtured generations of confident, compassionate, and courageous women, guided by our enduring values of courage, joy, respect and service.

Today, Mount Alvernia College stands as a vibrant and forward-thinking learning community, recognised for its commitment to excellence in teaching and learning, student wellbeing, and innovation in educational practice. At the heart of our College is a deep belief in the dignity of every individual and a commitment to forming young women who are equipped to lead with purpose, integrity, and compassion in a changing world.

As we look to the future, the College is entering an exciting new phase of growth and renewal. With the development of a new Strategic Plan and the advancement of an ambitious Master Plan, the next Principal will play a pivotal role in shaping the College's future, building on its proud legacy while embracing opportunities for innovation, sustainability, and stewardship.

We are seeking a faith-filled and visionary leader who will continue to strengthen our Catholic Franciscan charism, inspire excellence across all aspects of College life, and lead our community with authenticity, courage, and care.

I warmly invite you to consider joining us at this significant moment in the College's journey, and to partner with us in shaping the next chapter of Mount Alvernia College.

# ABOUT *Our College*

Founded in 1956 by the Missionary Franciscan Sisters, Mount Alvernia College is a Brisbane Catholic secondary school (Years 7–12) dedicated exclusively to the education of young women. Grounded in the Franciscan tradition, the College is committed to forming the next generation of audacious, aspiring, and authentic women who are confident in their identity, courageous in their choices, and guided by a strong sense of purpose.

As a Franciscan College, Mount Alvernia draws inspiration from the lives and example of Saint Francis, Saint Clare, and the founder of the Missionary Franciscan Sisters, Elizabeth Hayes. Their enduring legacy shapes both the spirit and daily life of the College community. In word and action, we seek to embody the core Franciscan values of courage, joy, respect, and service – fostering a culture that is inclusive, compassionate, and deeply connected to the dignity of each individual.

Mount Alvernia College offers a contemporary and forward-thinking approach to pedagogy, underpinned by a deep understanding of how girls learn and thrive. We recognise the unique strengths, passions and potential of each student, and intentionally nurture these through a learning environment that is both challenging and supportive.

## What makes us special

### Franciscan Values at the Core

A strong emphasis on the Franciscan spirit fosters a community centered on courage, joy, respect and service.

### Commitment to Sustainability

Leading the way in environmental stewardship with innovative programs and practices that instill a sense of care for creation in every student.

### Educational Wellbeing

A comprehensive approach to learning and wellbeing, integrating pastoral care with academic excellence to nurture the whole person.

### Excellent Teaching and Learning

A dedicated team of highly qualified educators who inspire, challenge, and support students to reach their full potential.



**70** YEARS OF  
FRANCISCAN  
TRADITION

**980** DEDICATED  
STUDENTS

**135** CAPABLE  
AND AGILE  
STAFF

# MISSION, VISION AND VALUES

## *Our Vision*

The Franciscan narrative calls us to be visionary in aspirations, ethical in relationships and agile in solutions. Mount Alvernia College is a community of faith that is inclusive, welcoming and generous.

Learning programs are innovative and excellent, tailored to student needs and with a focus on expanding students' capabilities and horizons. There is a strong focus on critical thinking, creativity, continuous improvement and ethical leadership.

We are a school of choice for staff, where professional capability is fostered through clarity of role and expectations, professional learning, and leadership pathways. Staff are passionate, collaborative and highly effective, continuously evolving their practices, skills and resilience in challenging times. We are well known and valued both locally and beyond. Our strong partnerships link us to research and industry. We leverage these relationships to solve ecological and social challenges, creating options and pathways for the real world.

Sustainable plans underpin our resourcing and development. Our spaces are flexible, functional, and beautiful. Every student is known, valued and respected. They are joy-filled, confident, resilient, courageous, and compassionate. Our graduates are globally aware and are empowered to use their voice and talents to respond to the needs of the time.

## *Our Mission*

Inspired by Saint Francis, Saint Clare and Elizabeth Hayes, Mount Alvernia College exists to educate the minds and hearts of students in a community of challenge and support. Guided by Gospel values, we empower our students to be hope-filled and resilient, with agency for learning and life – equipped to transform our world.

## *Our Values*

### **Courage**

We believe that courage is the embodiment of a spirited learner and leader. It is the virtue which helps us to face challenges and to call out injustice in our world.

### **Joy**

We believe that our young people need a hope-filled and optimistic future. Saint Francis was known as a man of deep and abiding joy because he believed that joy could be found by recognising the presence of God in all things. .

### **Respect**

We believe that respect is at the very foundation of all relationships. We honour the dignity of the whole person through love and inclusion. We respect the intrinsic value of our common home and all of creation.

### **Service**

We believe that service is the demonstrated expression of who we are as Franciscan people. We use our gifts and talents to serve others with compassion. Through our action for justice locally and globally, we seek to transform the world for good.

# STRATEGIC DIRECTION

## *Strategic Plan and Master Plan*

Throughout 2026, Mount Alvernia College will commence a new **Strategic Plan** that will shape the future direction of the College. The Principal will be instrumental in driving its implementation, partnering with the College Board and Leadership Team to translate vision into action and deliver meaningful, measurable outcomes for the community.

Mount Alvernia College is currently progressing an ambitious **Master Plan** that will shape the future of the College for generations to come. This plan encompasses both the thoughtful development of our existing campus and the evolution of a shared precinct in partnership with our brother school, Padua College. Together, these developments will enhance learning environments, strengthen community connection, and create innovative spaces that reflect contemporary educational practice.

The College Principal will play a critical role in leading the successful delivery of this Master Plan, working in close collaboration with the College Board, Leadership Team and relevant planning committees to ensure its strategic vision is realised.



**The Canticle - 2026/2027 Building Project**

*Artist impression - m3architecture*



Shared Precinct – development with our brother school, Padua College

*44,000 square metres of future opportunities*

## A HUMAN-CENTRED APPROACH TO LEARNING

At Mount Alvernia College, learning is shaped by our Franciscan human-centred approach that recognises education is as much about who students become as what they learn. Our Human Edge Philosophy places each student at the heart of her learning – valuing her strengths, voice, and aspirations. We prioritise strong relationships, wellbeing, and a sense of belonging, knowing these are essential to meaningful learning.

Through relevant, engaging experiences, students are empowered to think critically, act ethically, and grow in confidence. In this way, *The Human Edge* prepares young women not only for academic success, but to lead with purpose, resilience, and compassion in a changing world.

The College Principal will work closely with the Director of Technology and Innovation to continue shaping and strengthening this Franciscan, human-centred approach as the College advances its vision.



# CONTINUING THE LEGACY OF

## *Academic Excellence*

10%  
ATAR OVER

98

53%  
ATAR OVER

90

23%  
ATAR OVER

95

87%  
ATAR OVER

80

Named among

Australia's highest achieving 

Naplan schools

<https://www.theguardian.com/australia-news/2025/dec/02/australia-naplan-results-2025-highest-achieving-schools>

90.55

median ATAR

100%

achieved QCE

76

Diplomas 

Over 50% of students graduated with this post-school qualification.

Amongst a total of 176 VET qualifications

## ROLE STATEMENT

### *Position in Context*

The Principal of Mount Alvernia College is responsible to the Mount Alvernia College Board for the leadership and management of the College. The Principal is accountable for the continued successful development of the College as a thriving learning community, and for the effective oversight of all aspects of its operations.

The Principal is required to keep the Chair of the Board and its Committees fully informed of key issues and significant matters that may impact the current and future performance of the College.

### *Primary Purpose*

The Principal will be a warm, collaborative, and inspiring educational leader who will continue to develop and enrich the College's educational and wellbeing philosophy, and its Catholic Franciscan charism.

#### **Visionary Leadership**

Provide visible and collaborative leadership of teaching and learning, with a clear commitment to instructional leadership that drives continued academic growth and excellence. Cultivate a culture that delivers a balanced, comprehensive, and future-ready education for every student.

## **Strategy and Governance**

Under the guidance of the College Board, lead the implementation of the College's Strategic Plan, ensuring a clear strategic vision for the ongoing growth and development of the College.

## **Leadership and Management**

Provide inclusive, effective, and efficient processes that attract, retain, and develop highly capable staff, underpin contemporary leadership and management practices, and foster genuine, collaborative relationships within the Franciscan community and beyond.

## **Resourcing**

Ensure the College has appropriate and sufficient resources to achieve its strategic objectives.

## *Accountability*

The Principal is accountable to the College Board and its Chair. The Principal is an ex officio member of the Board and attends meetings of the Board and its relevant Committees. The Principal holds defined delegations and decision-making authority, as outlined in their contract and in College policies approved by the Board.

An annual performance appraisal is conducted against agreed Key Performance Indicators, involving the Principal, the Chair of the Board, and a relevant Board Committee. A more comprehensive performance review is conducted every two years, and at least six months prior to the expiry of the contract term.

## *Freedom to Act with Autonomy*

The Principal is responsible for the operation of Mount Alvernia College and its staff, students, and other stakeholders. The Principal is required to exercise judgement in operating within the framework of responsibilities delegated to them by the Board, as varied from time to time.

Any matters regarded as being extremely serious issues, which would include but not be limited to risk and legal events, must be brought to the attention of the Board in a timely and effective manner.

## *Key Areas of Activity*

- Faith Development and Religious Education
- Child Safeguarding
- Strategic Leadership
- Organisational and Commercial Management
- Learning Leadership and Innovation
- Staff Leadership and Management
- Student Leadership and Wellbeing
- Representation, Profile, Community and Stakeholder Engagement
- Stakeholder Management, Decision Making and Problem Solving
- Workplace Safety, Risk and Compliance Management

# KEY SELECTION CRITERIA

The role requires that the Principal be a baptised member of the Catholic faith and committed to Gospel values. Other essential criteria for the Principal include:

- active member of the Catholic Eucharistic community;
- demonstrated capacity to lead in alignment with the school's mission and vision as a Catholic faith community;
- recognised and current qualifications in Education and Theology/Spirituality, preferably at a Master's or Doctoral level;
- proven leadership experience, preferably within a Catholic education ministry;
- ability to serve both as a leader and a role model for the community's values and aspirations; and
- capacity to lead in the formation of both staff and students.

The College Principal must:

- Comply with the School Code of Conduct, relevant legislation, policies, and procedures.
- Currently hold, or have the ability to obtain, registration with the Queensland College of Teachers and maintain this registration in accordance with the Education (Queensland College of Teachers) Act 2005.
- Must have a current Working with Children Blue Card in accordance with the Working with Children (Risk Management and Screening) Act 2000.

## APPLICATION PROCESS



All application enquiries are to be directed to **Neville Lyngcoln** at **neville@lyngcolnconsulting.com.au** or on **0427 530 582**.

A concurrent search is being undertaken.

### Applications Close

- 5.00pm on Friday, 26<sup>th</sup> June, 2026



**Mount Alvernia**  
College

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