



NEGS
MORE THAN
A SCHOOL

Principal

Whatever you do, do it heartily.



Welcome to NEGS

Established in 1895, NEGS has a proud history steeped in the Anglican faith. We are proud of our long-standing traditions and look to embrace the future through our teaching and learning framework that is based on Deep Learning.

For almost 130 years, NEGS has educated young people in a traditional, Christian, regional environment. We have built an exceptional reputation for academic excellence, extensive co-curricular offerings, a caring and nurturing boarding culture, strong student wellbeing and pastoral care initiatives, and outstanding opportunities provided by a world-class Equestrian Centre, regional sporting complex, livestock precinct, and 50 hectares of open green space. The school offers co-education from Pre-Kindergarten to Year 6, a girls-only Senior School from Years 7 to 12, and boarding for girls from Years 5 to 12.

NEGS believes in developing empathetic, fulfilled young people with drive and purpose, who know themselves and embrace possibilities to contribute and thrive in a complex and changing world. It is through this belief, along with small class sizes where every student is known, that we cultivate and refine our spiritual, educational, and extra-curricular programs.

Through excellence in learning, we strive to ensure that each student reaches his/her own level of personal and academic achievement and that our professional staff pursue excellence in everything they do.

At NEGS, we educate the whole student. While academic achievement is important, we also recognise that co-curricular activities help build character, resilience, and confidence. We are uniquely placed to provide a range of co-curricular activities in our vast, regional setting.

In a fast-paced and changing world, our infrastructure must be sustainable and able to facilitate future growth within our School. Giving back to the community remains an integral part of the ethos of NEGS. Students are encouraged to participate in, contribute to, and make a difference in their regional and global communities through a range of activities.



NEGS is a School from Pre-K to Year 12 with equestrian, sporting and boarding facilities. Located on a spacious and beautiful 50 hectare campus in the New England high country, we provide outstanding educational outcomes underpinned by Christian values in a family orientated school community.

Purpose

NEGS believes in developing empathetic, fulfilled young people with drive and purpose who know themselves, take ownership, and embrace possibilities to contribute and thrive in a complex and changing world.

Vision

To be Australia's leading regional school.

Mission

Through our leading Teaching and Learning, Wellbeing and Boarding programs, and the rich co-curricular and spiritual life of our school. We instil in our students the school's values of excellence, integrity, responsibility and teamwork.

NEGS *values*

RESPONSIBILITY

We are accountable for our actions and impact.

INTEGRITY

We are honest, trustworthy, reliable, and we do what is right.

TEAMWORK

We achieve when we collaborate and work together.

EXCELLENCE

We strive to be the best we can be.



POSITION DESCRIPTION

Principal

Lead one of Australia's most distinctive independent schools

NEGS is now seeking an outstanding educational leader to become its next Principal and guide the School through its next chapter of growth, innovation and excellence.

About NEGS

NEGS is recognised for:

- A co-educational Junior School and girls-only Senior School model.
- A strong Anglican foundation and commitment to Christian values.
- Outstanding academic outcomes and personalised learning.
- A vibrant boarding community attracting students from rural, regional and metropolitan Australia, as well as overseas, enriching the School with diverse perspectives, cultures and experiences.
- An industry-leading Equestrian Centre and nationally recognised equestrian programs.
- Athlete Development Programs supporting students to compete at state and national levels.
- Innovative Agriculture and STEM programs that connect learning with real-world opportunities.
- A strong culture of leadership, service, wellbeing and character development.
- A beautiful 46-hectare campus in the heart of Armidale.

The Opportunity

Reporting directly to the Board of Directors, the Principal will provide visionary leadership across all aspects of the School's operations, culture and strategic direction. The successful candidate will build upon the School's strong heritage while leading a contemporary educational environment that prepares students to flourish in an increasingly complex world.

This is a rare opportunity to lead one of Australia's most distinctive independent schools, combining academic excellence, boarding, equestrian, agriculture, sport and leadership opportunities within a supportive and values-based community.



POSITION DESCRIPTION

Principal

Key Responsibilities

The Principal will:

- Provide strategic leadership aligned with the School's vision, mission and values.
- Foster a culture of academic excellence and continuous improvement.
- Lead and inspire a high-performing executive team and staff.
- Champion student wellbeing, engagement and achievement.
- Strengthen enrolment growth and community engagement.
- Develop strong relationships with parents, alumni, donors and strategic partners.
- Ensure effective governance and compliance in partnership with the Board.
- Work collaboratively with the Board and executive leadership team to support the School's financial sustainability, strategic priorities and long-term success.
- Promote and enhance the reputation of NEGS locally, nationally and internationally.
- Lead the continued development of the School's boarding, equestrian, agricultural and co-curricular programs.

The Successful Candidate

- Is a committed and authentic educational leader with a passion for student growth and achievement.
- Demonstrates a strong understanding of contemporary teaching and learning practices.
- Has proven experience leading complex educational organisations.
- Possesses outstanding communication and relationship-building skills.
- Can inspire confidence among students, staff, parents, alumni and the wider community.
- Has a demonstrated capacity to lead strategic change and organisational growth.
- Understands the opportunities and challenges of regional education and boarding.
- Supports and promotes the Christian ethos and Anglican tradition of the School.
- Holds relevant teaching and tertiary qualifications and is eligible for accreditation in New South Wales.



BOARDING

Building Leaders, Creating Community

Boarding at NEGS is an immersive, educational experience that extends learning far beyond the classroom. It's where young women develop independence, resilience, and the unshakeable confidence that defines NEGS graduates.

For over a century, NEGS has provided a safe, purposeful, and thriving environment where boarders from across Australia and beyond forge friendships that last a lifetime. Boarding isn't something that happens at NEGS—it's integral to what makes NEGS exceptional.

Wellbeing at the Heart

A fully resourced Health Centre, staffed by qualified nursing professionals, operates on campus. The Head of Boarding and House staff work closely with Health Centre staff to ensure every boarder's physical, emotional, and social wellbeing is prioritized. We recognise that starting a boarding school is brave. Our pastoral care approach ensures that every girl—whether she's a nervous Year 7 or a confident Year 12—knows she has adults who genuinely care about her flourishing.

Co-Curricular Life

Boarding creates natural opportunities for girls to pursue diverse interests. From equestrian pursuits and hockey to music composition, debating, and community service, boarders engage in a wealth of activities that continue well beyond school hours.

Weekend activities, supervised academic support, and evening programs keep the community engaged, purposeful, and connected.

As Principal, you steward one of independent education's most distinctive offerings. NEGS boarding isn't an add-on—it's a fundamental part of our identity and our mission.

The relationships built in boarding houses, the independence gained through communal living, the academic support woven into daily life, and the lifelong friendships forged here are what distinguish a NEGS education and what our alumni value most as they look back across decades.



OUR COMMUNITY

Alumni

The NEGS Alumni Association represents over 5,500 women who have walked our halls across more than a century. From the Class of 1954 to the Class of 2026, our alumni community spans generations, industries, and continents—yet they remain united by their NEGS experience.

Established in 1913 as the NEGS Old Girls' Union (NOGU), just 18 years after the school's founding, our alumni network has grown into one of the most engaged and active communities in independent education. Today, these women lead in fields ranging from medicine and law to aviation, motorsport, business, and public service. As Principal, you inherit a community of 5,500+ women who are invested in the school's future. They are your advocates, your supporters, your partners in ensuring that NEGS continues to produce exceptional women who make exceptional contributions to the world.

This is not a transactional alumni base. This is a living legacy—engaged, generous, and deeply proud of their NEGS identity.

Parents & Friends

The NEGS Parents and Friends Association is the active heart of our school community. Comprised of dedicated day parents, boarding parents, and friends of the school, this committed group works tirelessly to support NEGS through events, fundraising, communication, and advocacy.

The P&F operates as a bridge between families and the school—ensuring that parent voices are heard, that school life is enriched through community involvement, and that resources are available to enhance the NEGS experience for every student. As Principal, you have in the P&F a committed partner in school leadership. They are not just fundraisers or event organisers—they are advocates for your vision, communicators of school values, and bridges between your leadership and the wider parent community.

A strong P&F reflects a thriving school culture. When parents are engaged, invested, and heard, the entire school community benefits.



CO-CURRICULAR EXCELLENCE

Building well Rounded Leaders

Character, leadership, and team-building are all integral to the NEGS education experience. Co-curricular activities aren't optional extras—they're foundational to how we develop young women of integrity, resilience, and confidence.

At NEGS, we believe that true education extends far beyond academic achievement. Research consistently shows that engagement in diverse co-curricular pursuits develops critical life skills: collaboration, problem-solving, resilience, time management, and self-confidence. Our students thrive in an environment where they can explore interests, discover talents, and challenge themselves in areas they're passionate about.

Agriculture

Our students work with cattle, developing animal husbandry skills under expert guidance. They learn about nutrition, breeding, presentation, and the business side of agriculture. Many compete at local shows, gaining invaluable experience in a traditionally important New England industry.

Equestrian

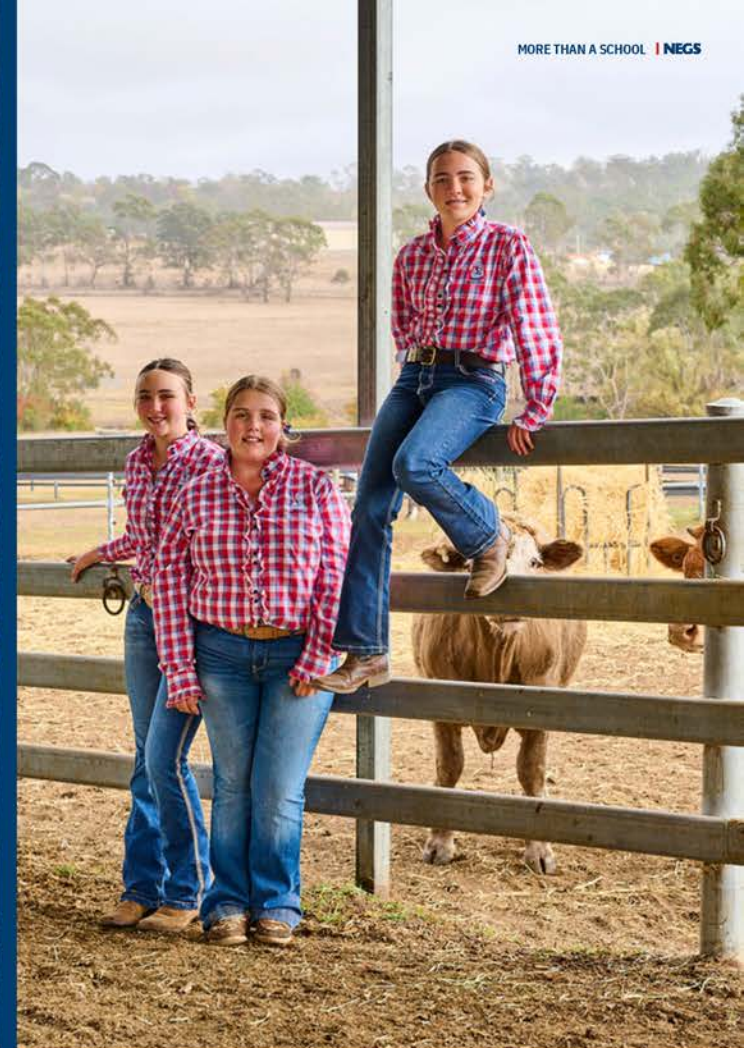
NEGS Equestrian Centre is one of Australia's finest facilities, providing our students with unparalleled opportunities to develop their equestrian skills to the highest levels. Whether a student arrives as an experienced rider or discovers her passion for horses at NEGS, our program nurtures every level of ability.

Sport

NEGS Sport develops outstanding athletes while fostering a culture where every girl can participate, compete, and grow. Our approach combines competitive excellence with inclusive participation—we take sport seriously while making sure every student experiences the joy of teamwork, achievement, and physical activity.

Music

At NEGS, we believe that every child is born musical and deserves quality music education, whether in the classroom or through individual instrumental lessons. Music develops discipline, creativity, emotional intelligence, and lifelong joy.



POSITION DESCRIPTION

Principal

Key Selection Criteria

Within the context of the duties described, the ideal applicant will be someone who has:

1. Strategic Leadership and Management – Demonstrated success in working closely with a Principal and Executive team in leading, initiating and contributing to designing, developing and articulating innovations and the strategic direction for the School.
2. Staff Leadership and Development - Demonstrated success in monitoring professional performance, capability development, mentoring and pastoral support of staff, and addressing and resolving matters of performance and conduct.
3. Student Engagement and Wellbeing Leadership and Management – Demonstrated success in the development of wellbeing and pastoral care policies and procedures ensuring that every student is known, valued and cared for in matters relating to her/his welfare, personal and academic development.
4. Organisational Leadership and Management - Demonstrated leadership and a record of success in achieving agreed goals in collaboration with others.
5. Stakeholder Leadership and Management – Demonstrated experience in building strong and effective relationships across the broader educational, community and media environment to ensure that the profile and objectives of the School are clearly understood, promoted and communicated.

Workplace Health and Safety

Staff employed at NEGS have responsibilities relating to Workplace Health and Safety which requires staff to recognise and support all of the School's Workplace Health and Safety Manuals, Policies, and Procedures, in addition to taking reasonable care to ensure the health and safety of one's self, and others at the workplace.

Application Process

Applications will be received until the position has been filled. Applications should include:

- Cover Letter
- Curriculum Vitae
- Responses to the key selection criteria of no more than three pages
- Names of three referees, one of whom is a current supervisor.
 - Referees will be contacted only after prior consultation with you.

Applications can be emailed to: NEGS Armidale HR

Email: hr@negs.nsw.edu.au



The NEGS Community

There is a famous ancient proverb that says, it takes a village to raise a child. At NEGS, we believe our School is that village, a strong, dynamic, empathetic community where every single one of our students is given the opportunity to flourish. Since the School's inception in 1895, it is this sense of belonging and collective investment that has been critical to the continuing success and longevity of NEGS. Our community is made up of many diverse groups that work seamlessly together. These include our wonderful teachers and corporate staff, our current students and their families, and our treasured Alumni.

Academic research indisputably demonstrates that community, connection and a sense of belonging is what gives us meaning in life. Recognising and fostering this sense of belonging informs the many decisions made by our Board and Executive team, from building upon our nationally-recognised Wellbeing program, to developing a strong sense of commitment from the girls and their parents on all aspects of school life.

At NEGS, we believe our community is one of our defining strengths and so, we continue to strive to invest in the welfare and vitality of all members of our NEGS' family ensuring that the culture of NEGS is one of positivity and empowerment.





NEGS
MORE THAN
A SCHOOL

NEGS

13-83 Uralla Road, Armidale, NSW, 2350

negs.nsw.edu.au | T: +61 2 6774 8700 | F: +61 2 6774 8741 | reception@negs.nsw.edu.au
CRICOS Provider Number: 02945A | ABN: 31 122 393 702 | Registered Provider: NEGS Limited

