

LAMPADA TRADUNT



Appointment of the Head of Sydney Church of England Grammar School (Shore)

AUGUST 2024



SHORE



Acknowledgment of Country

Sydney Church of England Grammar School (Shore) acknowledges and pays respect to the traditional owners of the land on which it is built; the Cammeraygal people of the Guringai tribe of the Eora Nation. Sydney Church of England Grammar School also acknowledges and pays respect to the traditional owners of the land throughout Australia, where its activities occur. We pay our respect to the Elders, past, present, and emerging.

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Invitation from the Council Chair

The Council of Sydney Church of England Grammar School (Shore) is most grateful for the dedicated leadership of Dr John Collier over the last two years and his graciousness in pausing his retirement to serve the School. We now seek to appoint his successor who will be the tenth Head of Shore.

As a Shore Old Boy myself and parent of two Old Boys, I can testify to the love our community has for the School. Ask any Shore teacher what inspires and keeps them at Shore and the first thing they mention is the boys, and the second will be the expectations of excellence in every aspect of School life. It is this commitment to the boys and to excellence that has united Shore staff and Shore families through the generations.

We are proud of our history and the traditions that have provided a solid foundation since 1889. However, we can only honour our boys if we look to the future and prepare them for their lives in the second half of the 21st Century. We want them to learn what it is to truly be a 'good man'. Their well-rounded education will help them discover their strengths, develop their intellect, hone their abilities, and importantly, shape their character. They will believe that empathy and compassion are defining traits of masculinity and want to serve their community.

Since its inception, the School has been built on the foundation of the Christian faith, educating and nurturing students in an environment where the principles and tenets of Christianity are both taught and inspiring to those of all faiths and beliefs. We are inclusive, welcoming staff, students and their families from all backgrounds.

Recognising the changes that lie ahead in society and in education, the Council is committed to see Shore continue to evolve, offering boys an education that is excellent and relevant, and ensuring the School's sustainability into the future. Our next Head will work with Council and our superb staff in defining the next era for Shore.

On behalf of our Council, I warmly welcome you to consider joining our engaged and committed community.

Mr Rob Clarke
Council Chair
Sydney Church of England Grammar School



Our Governance

The St James' School Compensation Act (1886), which allowed the establishment of the School, laid down that a Council should be half composed of clergy and half of laymen. Today, the School's Governing Council includes the Archbishop of Sydney, six clergymen, six laypersons elected by the Sydney Diocesan Synod, and five members elected by the Old Boys' Union. The Archbishop of Sydney serves as the President of the Council.

President: The Most Rev Kanishka De Silva Raffel *(BA (SYD), LLB (SYD), BD (MTC), DipMin, MA)*

Chair: Mr Robert Clarke. *BA (Macquarie)*

Honorary Secretary: Mr M F W Thomas. *BCom, LLB (UNSW)*

Honorary Treasurer: Ms J M Lambert. *BBus (UTS), MEd (Macq), CA, FAICD*

COUNCIL MEMBERS

Rev Canon C A Allan. *BD (MTC), DipMin (MTC), B. Build (UTS)*

Rev E C K Cheung. *BD (Hons), BE (Hons) (UNSW), GAICD*

Mr D A Ferguson. *BBus (UTS), Fellow (CAANZ), GAICD*

Mr M Firek. *BEc (Accounting) LLB (Macquarie) FGIA FCIS*

Rev P Greenwood. *MA (Theol), BD (Hons), BE (Hons) (UNSW)*

Rev M Heazlewood. *MA, BD (Hons), DipMin (MTC), BE (Hons) (Syd)*

Rev Dr G S Perkins. *MA Theol. (MTC), BD (Hons I) (MTC), BA (UNSW), Doctor of Ministry (TEDS Chicago)*

Rev S Petty. *BCom (UNSW), BTh (SMBC)*

Mrs J Robertson. *BBus (UTS), CA, GAICD*

Mr S Smart. *BA Dip Ed (UNE) DipCS, MCS (Regent)*

Mr D J Scammell. *BScAgr (Syd), MBA (AGSM)*

Mr S M A Woodhill. *BA, MCom, MAICD, MPRIA, AFAIM, CPM*

Mr M Nutt. *MCom (Syd), BCom (Syd)*

Mr D Lloyd. *BBus (UTS), BA (Syd)*

The Head attends, as a non-voting invitee, all meetings of School Council and its Committees.

Our Strategy

OUR PLANS

Our Mission and Guiding Virtues have shaped our hopes for our graduates since 1889. The objectives in this Strategic Direction are grounded in an appraisal of the future into which our graduates are emerging and are built upon Shore's tradition and expertise in delivering a world-class, comprehensive education.



HANDING ON THE TORCH OF LIFE

OUR MISSION

Our Mission is to educate and shape students of strong character, rigorous intellect and Christ-inspired virtue, who thrive and serve in their communities and beyond.

OUR ASPIRATION

We are currently recognised as a pre-eminent Australian school. We aspire to be globally recognised as a leading comprehensive school that educates and shapes young people who impact their communities and the world for good.

OUR GUIDING VIRTUES

We have a rich tradition of handing on our enduring virtues to each new generation of students, a tradition that is grounded in our Christian identity. These virtues are expressed through our distinctive approach to educating and shaping students and they guide our whole community as we strive to fulfil our Mission.

EXCELLENCE AND RIGOUR IN TEACHING AND LEARNING

To shape young minds to be ready to meet the opportunities and challenges of the future.

INTEGRITY AND RESPECT IN CHARACTER

To inspire each student towards a flourishing life of meaning and purpose.



HANDING ON THE
TORCH OF LIFE

HUMILITY AND COMPASSION IN SERVICE

To develop hearts that are focused on the wellbeing of others.

FAITHFULNESS AND COMMITMENT IN COMMUNITY LIFE

To build capacity to support our Mission today and into the future.

In our [Strategic Direction 2023 - 2025](#), we address key emerging matters with a focus on supercharging our Indigenous (First Nations) Programme to provide greater support and opportunities for our Indigenous students. Additionally, we are excited to introduce our emerging Centre of Excellence in Boys' Education, which will serve as a hub for innovative practices and research aimed at enhancing the educational experiences and outcomes for all our boys. Through these initiatives, we are committed to fostering an inclusive and dynamic learning environment that meets the evolving needs of our community.

Our Christian Foundation

At Shore, our primary goal is to educate the students in our care. Since inception, we have built our School on the foundation of the Christian faith. We believe the Bible is God's Word and reveals the most important truths about Jesus Christ.

Central to our belief is that every person is 'made in God's image' and, therefore, has inherent value and importance.

Our Christian view of education seeks to develop the whole person - intellectually, physically, spiritually, and in character. We aim to shape lives well beyond the School years within a supportive, pastoral community that values each student.

The Christian faith at Shore is taught through weekly Chapel services and Christian Studies classes, but our hope is that it is also reflected in the actions and attitudes of our community members. We strive to uphold love, care, and concern for those around us, fostering virtues such as humility and honesty. Our service-learning programme allows students to see and experience the Christian faith in action.

While we hope that all students will gain a deeper understanding and appreciation of the Christian faith during their time and experiences at Shore, we recognise that not everyone in the Shore community shares the same faith. One of our callings at Shore is to help students understand this reality and learn to live well with people different from themselves. As a community, we openly welcome students, staff and families from all backgrounds and faiths.



Our History and Purpose

At Shore, one of Australia's leading comprehensive schools, we have a proud tradition of educating young people since 1889. Founded with a vision of creating a school of the highest calibre, we provide a diverse and inclusive education aligned with the principles of the Anglican Church.

Our commitment to holistic education equips students with the skills and values they need to thrive in any life path. While we honour our rich traditions, our motto, "They hand on the torch of life," drives us to focus on the future. At Shore, you will be part of a vibrant community dedicated to fostering young leaders prepared to succeed and serve.

SHORE'S RICH HISTORY

Boarding students c.1900



First School Building -
Holtermann's 1889



Shore Chapel 1915

- **1889**
4 May – Opening of the School.
16 July – First day of School.
Motto – Vitai Lampada Tradunt introduced.
Sport - Cricket and Rugby played in founding year.
- **1891**
10 June – **The Torch Bearer** – first School publication is printed.
- **1892**
Foundation of the **AAGPS** – Athletics, Cricket, Rifle Shooting, Rowing and Football competitions.
- **1915**
Chapel dedicated and opened.

War Memorial
Playing Fields 1919



Eric Russell Sinclair
Memorial Boatshed
1919



First Shore Weekly
Record 1939

War Memorial Hall
being used as a library



Preparatory School



Benefactors Building 1964

- **1919**
War Memorial Playing Fields opened.
Opening of the **Eric Russell Sinclair Memorial Boatshed** at Gladesville.
- **1925**
Upton Grange was purchased.
- **1926**
Preparatory School opened.
- **1936**
SCEGS Association was formed (now known as Shore Parents' Association).
- **1939**
20 July – **Shore Weekly Record** first published.
- **1954**
4 May – **War Memorial Hall** opened.
- **1964**
4 May – **Benefactors Building** was opened.
- **1976**
The **Shore Foundation Limited** was established.
- **1986**
The **Headmaster's Residence** opened.



BH Travers Centre opening 2000



Bob Gowing Museum 2001



WA Purves Centre 2003



Northbridge Pavilion 2013



Graythwaite opened 2014



R A I Grant Centre 2020

- **1994**
The **Centenary Building** opened.
- **2000**
The **BH Travers Centre** opened.
- **2001**
The **Shore Archives** and **Bob Gowing Museum** opened.
- **2003**
WA Purves Centre – ELC and **K,1,2** opened at Northbridge Campus.
- **2006**
LC Robson Centre – Years 3 - 6 opened at North Sydney Campus.
- **2009**
Graythwaite acquired.
- **2013**
Northbridge Pavilion and **Tennis Complex** opened.
- **2014**
Graythwaite opened for use as a **Business Centre**.
- **2020**
R A I Grant Centre opened.

Our Teaching and Learning

At Shore, we understand that excellence and rigour in teaching and learning are crucial to achieving our strategic vision. Our holistic pedagogical approach integrates both inquiry-based learning and direct instruction, creating a dynamic and high-quality learning environment. This balanced methodology aligns with our commitment to evidence-based, data-driven practices and addresses the diverse needs of our students.

Guided by our principle of “Excellence and Rigour in Teaching and Learning,” our comprehensive educational programmes cater to all learners, including an exceptional High Potential Learners programme. Our classrooms are vibrant spaces that utilise a variety of teaching strategies, ensuring that students not only acquire essential knowledge and skills but also develop critical thinking and a passion for learning.

Our expert staff are dedicated to fostering a culture of continuous improvement and professional growth. We value teacher autonomy and professionalism, recognising that empowered educators are essential for student success. Through academic tracking and strategic initiatives, we aim to provide every student with the opportunity to excel both academically and creatively. Our diverse pedagogical toolkit is adaptable to various learning contexts, ensuring a high standard of education for all students.

To support the ongoing growth and development of our teaching staff, we offer a sector-leading professional development programme. This includes mentoring, leadership, and action-research projects, as well as opportunities for teaching fellowships, post-graduate study, and academic research. Additionally, our partnership with a university enhances professional growth and development for all faculty members.

By embracing a balanced, evidence-based approach to teaching and learning, Shore is committed to preparing students for success in a rapidly evolving world. Our emphasis on academic excellence, broad learning opportunities, and professional growth for our teachers ensures that we remain at the forefront of educational excellence.



EARLY LEARNING CENTRE (ELC):

Our Early Learning Centre at our Northbridge campus offers a two-year programme for boys and girls aged three to five. We provide three flexible schedules: a two-day programme (Thursday and Friday), a three-day programme (Monday to Wednesday), and a five-day programme (Monday to Friday). Our ELC shares facilities with the rest of the Northbridge campus, fostering close relationships with Kindergarten, Year 1, and Year 2.

Children at the ELC participate in weekly Chapel services, Library visits, and a variety of music experiences. We emphasise a smooth transition to the formal school environment in Kindergarten, Year 1, and Year 2.



PREPARATORY SCHOOL (K - 2):

Shore Preparatory School at Northbridge serves boys and girls during their first three years of formal schooling. Our purpose-built classrooms, established in 2003, offer a comfortable and well-lit learning environment. The campus includes dedicated areas for Library, Music, Visual Arts, IT, Physical Education, and Dance.

Our programme for five to eight-year-olds is designed to stimulate and encourage exploration in all educational areas. Each year level from Kindergarten to Year 2 has two classes supported by excellent facilities and specialist staff. Foundational literacy and numeracy skills are emphasised, laying a strong educational foundation.



PREPARATORY SCHOOL (YEARS 3 - 6):

Established in 1926 and upgraded in 2006, our North Sydney Campus provides expanded classrooms and facilities for Preparatory boys from Years 3 to 6. Shore Preparatory School aims to offer rich educational opportunities for all students. Our pastoral programmes promote wellbeing, resilience, and positive relationships.

Our creative arts programme includes Visual Arts, Music, Dance, and Drama, taught by specialist teachers. Technology integration is a key focus, with access to laptops, iPads, robotics, and coding activities. Our modern Library, Visual Arts Studio, Science Laboratory, and specialist facilities support a well-rounded education.

SENIOR SCHOOL (YEARS 7 - 12):

We offer a broad and deep curriculum, allowing boys to specialise while keeping their future options open. Shore boys consistently perform well in the HSC, regularly achieving top percentiles. Over 95% of our students enter university courses, both local and “Ivy League” international, a testament to our strong academic support.

Our 2023 the results were the best we have achieved in our 134-year history.

Additionally, Shore achieved:

- 3 duces – students with an ATAR of 99.9
- 22 all-round achievers
- 32% of students with an ATAR of 95 or higher
- 8 state rankings
- 91.90 median ATAR





Our Pastoral Care Commitment

At Shore, we provide a holistic and excellent education that prepares each student for any path they choose in life. We strive to develop compassionate, courageous individuals ready for the future.

On a daily basis, teachers and staff actively look out for students and help ensure a nurturing and productive learning environment that is focused on the aspirations and needs of individual students.

Extensive proactive programmes, designed to assist young men's trajectory towards flourishing adulthood, and scaffolded across the years of Senior School.

Our bespoke "Character in Action" programme focuses on building moral courage and empathy. We encourage boys to prioritise others' needs and stand up for what is right, especially in challenging situations.

Our Pastoral Care system is built around a House structure, creating a supportive environment led by a Housemaster and four Tutors. Boys from different year levels form Tutor Groups, meeting regularly to foster leadership and mentorship. Weekly House gatherings and Chapel services further strengthen our community.

Experienced Counsellors offer advice on pastoral and academic matters, referring boys to specialists when needed.

A holistic education at Shore includes meaningful interactions with neighbouring girls' schools, fostering open-mindedness and collaboration. These partnerships enhance social and emotional learning, preparing boys for diverse cultural and social dynamics, and have been successfully in place for many years.

At Shore, we are committed to building good men who love and serve those around them, and so service is a core value at Shore, integrated into many aspects of School, not a new or peripheral aim.

Through our innovative Service Learning programme, we instil a strong sense of community and selflessness. We believe that true happiness comes from serving others rather than accumulating possessions.

We teach, model, and encourage service through various opportunities. Service is something to be both taught and caught; students learn by example and through direct participation.



1889 School House, 1926 Robson House, 1930 Hodges House, 1939 Barry House



Anderson, Burns, Burrell, Colebrook, Dixon, Eldershaw, Emery, Gillespie, Gilmour, Mathers, Pascoe, Sawkins, Tilley and Whight.



Our Co-Curricular Activities

At Shore, we believe in nurturing our students' unique talents, interests, and ambitions through a rich array of co-curricular activities. Our diverse programmes offer something for everyone, ensuring that each student can find their passion and thrive. Here's a glimpse of what we offer:



CADETS:

One of the most popular activities at Shore, our Cadet Unit includes over 750 students and staff from Shore and a local girls' school, fostering leadership, teamwork, and discipline.



CULTURAL AND BESPOKE ACTIVITIES:

A broad range of offerings include Automotive Club, Chess, Computational Linguistics, Fine Woodworking, Media and Production, Mock Trial, Shore Weekly Record (student newspaper) and the Shore Youth Parliament.



CRU:

The voluntary Christian groups within the School are very well patronised by students and culminate in joint activities with two leading Anglican girls' schools.

DEBATING:

Inter-school competition provides much scope for students to hone their skills of critical thinking and presentation through Debating.

DRAMA:

For those passionate about drama, we provide numerous opportunities both on stage and behind the scenes. Students can participate in Theatre Sports, Theatre Group, Drama Club, and professional-quality, large-scale productions in both the Preparatory and Senior Schools.

MUSIC:

Our co-curricular music programmes are extensive, offering bands, choirs, orchestras, and smaller instrumental ensembles. Whether the student is a seasoned musician or just starting, there's a place for them to shine!

OUTDOOR EDUCATION:

In addition to Cadets, a series of camps at a range of external sites are sequenced through the various years of Upper Primary and Senior School years. A vibrant Duke of Edinburgh programme attracts the participation of many boys.





SERVICE LEARNING:

At Shore, we instil the importance of helping others through our service learning initiatives. Students engage in volunteering with charities, partnering with schools and groups overseas, raising funds, and providing practical help to communities. We work with organisations such as the Balmoral Swim for Cancer, the Gidget Foundation, Legacy, and Rough Edges.



SPORT:

Active participation and success go hand in hand at Shore. Our students compete in a variety of sports within the GPS competition, including Rugby Union, AFL, Soccer, Cricket, Tennis, Taekwondo, Basketball, Rowing, Cross Country, Athletics, Rifle Shooting, Surf Lifesaving, Swimming, Snowsports, and Water Polo. Options such as Biathlon, Golf, Rock Climbing, Surfing, Golf and Refereeing are also offered. Many of these sporting programmes are based in, and nourished by, our world class sporting and strength and conditioning facilities in the R A I Grant Centre, opened in 2020. Shore athletes consistently excel, showcasing their skills and teamwork across numerous sporting arenas.





Our Boarding Houses

Shore has four Boarding Houses, each with its unique history and community. School House, the largest, accommodates about 75 students from Years 7 to 12, including 30 new Year 7 students. The other three Houses—Robson, Barry, and Hodges—each host around 45 students from Years 8 to 12.

School House, established in 1889, has welcomed Boarders since Shore’s inception. Robson House, opened in 1926, honours the first Headmaster, Ernest I. Robson, who served from 1889 to 1900. Barry House, opened in 1939, is named after Bishop Barry, the Bishop of Sydney, and Primate of Australia, during the School’s foundation. Hodges House also opened in 1939, and is named after the second Headmaster, Charles Hodges, who led from 1900 to 1910.

Our Boarding Houses are overseen by a team of dedicated men and women, including a Director of Boarding. All Housemasters are full-time teachers at Shore, and many live on-site with their families and pets, fostering a warm and supportive community.



Our People

By joining Shore, you will belong to a community of dedicated, highly trained, and committed staff whose sense of care for individual students and each other is remarkable.

Our teaching and support staff bring a wealth of expertise and passion to their roles, ensuring that every student receives personalised attention and support. Their unwavering dedication to fostering a nurturing and inclusive environment makes Shore a place where both students and staff can thrive.

We aspire to be a comprehensive School that is globally recognised for education and for shaping young people that impact their communities and the world for good. Our staff's commitment to excellence and continuous professional development ensures that we remain at the forefront of educational innovation. At Shore, our team's collaborative spirit and shared vision create an inspiring atmosphere that motivates students to achieve their fullest potential and become positive forces in society.

Our differentiating factor continues to be enhanced by reputational credibility, a supportive and innovative learning environment, competitive salaries and workplace flexibility where appropriate.



OUR STAFF

766
STAFF  

348
PERMANENT

418
CASUAL

210
ACADEMIC

138
SUPPORT

343
SUPPORT

75
ACADEMIC

Including co-curricular sport
and activity casuals



27.8%

Staff, including casuals,
are former students



10.5
YEARS

Average tenure

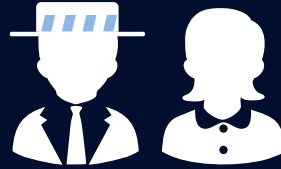


335
VOLUNTEERS

As of August 2024

OUR STUDENTS

1,750
STUDENTS



NORTH SYDNEY

NORTHBRIDGE



1,520
STUDENTS

230
STUDENTS

1,280
SENIOR
STUDENTS

240
PREPARATORY
STUDENTS

140
PREPARATORY
STUDENTS

50
FULL-TIME
PLACES

incl.

210
BOARDERS

Years 3 - 6

Years K - 2

in Early Learning Centre

As of August 2024

Our Strong Community

THE FOUNDATION

The Shore Foundation plays a crucial role in helping Shore achieve its mission and aspirations. Their focus includes providing scholarships and bursaries, learning support, teacher development, and meeting capital requirements. They actively engage in fundraising through donations, gifts, and events, fostering a sense of community through year-round activities. By encouraging bequests and managing invested funds, they help ensure long-term growth and security for Shore.



THE OLD BOYS UNION (OBU)

Established in 1894, the Old Boys Union (OBU) is dedicated to fostering lifelong fellowship and support among its members. Through reunions, events, networking opportunities, and other gatherings, the OBU keeps alumni connected and engaged. Members also contribute to the School through committee and School Council membership, offering career and life guidance, funding scholarships, and supporting the broader Shore community.



THE SHORE PARENTS' ASSOCIATION (SPA)

Since 1936, the Shore Parents' Association (SPA) has provided a platform for parents and carers to engage with events and initiatives that enrich School life at Shore. As a volunteer arm of the School, SPA builds strong relationships among parents and carers, enhancing the Shore experience for every student and their family.





Our Facilities and Buildings

Shore has several locations and facilities that are all equally important in providing a first-class educational experience. The School also owns the Eric Russell Sinclair Memorial Boatshed on Looking Glass Bay in Gladesville for rowing training and competitions.

Both the Northbridge and North Sydney campuses are currently the focus of an exciting, longer-term Master Planning project which will see a reimagining of the sites to meet the needs of the School community in coming years. This large scale project promises to make the most of Shore's amazing heritage while embracing architectural and technological advances to deliver a teaching and learning experience for the 21st century.

NORTHBRIDGE CAMPUS

Northbridge Memorial Playing Fields:

These sporting grounds feature one of Sydney's finest playing fields, five additional full-sized ovals, tennis courts, pavilions, and dressing rooms.

NORTH SYDNEY CAMPUS

The beautiful Senior School Campus features classroom blocks, administrative offices, a Library/Resource Centre, an Information Technology Centre, Lecture Theatres, a 500-seat auditorium, a Boarders Dining Hall, a Medical Centre, and an Assembly Hall.

The Chapel:

The centrally located Chapel seats 350 people and is actively used by the School community as a place of celebration, reflection and solace.

BH Travers Centre:

This large and modern building houses the Playfair Hall, the Boer War Contingent Memorial Library, and the Information Technology Department.

R A I Grant Centre:

Opened in 2020, this state-of-the-art academic and sports facility features 11 dynamic and flexible learning spaces, seminar rooms, an indoor 50m pool with eight lanes, a Multi-Purpose Sports Complex with basketball courts, tiered seating, gymnastics, and weights rooms. North Sydney Preparatory School students regularly access these sports and co-curricular facilities to support their learning needs.

Sports Oval:

A full-size oval is actively used by the students for sports lessons, athletics training, and games, as well as recreationally for on-site Boarders. Early evening kickabouts amongst students against the backdrop of the Sydney Harbour Bridge are not uncommon!

Graythwaite:

Graythwaite is a historic building that houses the School's professional services offices, including the main visitor Reception, Enrolments, Business, Human Resources, and Community Engagement teams. A small School museum and a historic Coach House are also part of the Graythwaite grounds.



The Role

The Head of Shore will be responsible to the School Council for the educational leadership and overall management of the School.

Shore has strong traditions, deep Christian foundations and a warm sense of community, alongside a commitment to providing our boys with the best possible learning environment to meet their needs. The School is known for the excellence of its teaching and learning and for the holistic education that develops character.

The Head will continue to position Shore as a leading School for boys' education, being a compelling voice on boys' schooling and developmental needs in the wider community. They will draw on and integrate contemporary best practice to enable continual enhancement and improvement across all facets of School life.

The Head will be highly visible and engaged with the whole School community, including staff, boys, their families and Old Boys, as well as being a powerful advocate for the School more widely. The Head will ensure excellent and timely communication between the School and stakeholders.

Shore nurtures each boy, developing young men of character and purpose, who contribute positively to society. The Head will support the holistic development of the boys across academic, wellbeing, co-curricular and service programmes, preparing them for their future lives and challenging and supporting them to fulfil their potential. Many of the existing programmes are run in conjunction with local girls' schools. Shore is non-selective, and seeks to meet the needs of every boy, whatever his strengths and abilities. The Head will continue the focus on academic excellence within that context. Decision making will be research and data-informed when possible.

Shore is fortunate in having skilled and dedicated staff. The Head will ensure that the School continues to attract, develop and retain high calibre people, encouraging an inclusive culture of collaboration and high performance.

Boarding is at the heart of the School and the Head will support a high-quality boarding experience, actively engaging with the Boarders and their families.

Shore is a Christian school. Therefore, the Head will be a genuinely Christian person, driven by Jesus' teachings about sacrificial love and humble service, and knowing his grace and forgiveness personally. Their faith will manifest in their leadership of the School.

The Head will speak and write about Christian matters confidently and appropriately; and that faith in Jesus will be exhibited most powerfully in the decisions they make as they shape the School as an inquisitive, grace-filled and service-oriented place.

Reflecting the diversity of faiths within the School community, the Head will cultivate an expression of Christian faith that is invitational, generous and respectful, promoting both its truth and beauty, while welcoming all. Personally, the Head will uphold historic Christian beliefs, as expressed in the Apostles' Creed and the Bible.

Working collaboratively with Council, the Head will contribute to the development of the next strategic plan and to the evolution of the Master Plan. The Head will lead the effective operational execution of the strategy, including overseeing the refurbishment and building of new learning spaces and facilities.

As the leader of a substantial business, the Head will exercise commercial acumen and sound business judgement, ensuring its long-term sustainability by careful financial stewardship; marketing the School; providing appropriate risk and compliance management, and ensuring a safe environment for all members of the School community.

Efficient systems and technology will underpin School operations. The Head will ensure that there continues to be a strong enrolment pipeline, and that the Shore brand is known and respected.

The Head will personally work with the Foundation to lead future fundraising initiatives to support scholarships and major capital works projects.

The Head will have an open and productive working relationship with the Chair and Council, providing appropriate reporting and proactive communication.

Selection Criteria

LEADERSHIP AND STRATEGY

- An inspiring leader and excellent communicator, capable of building strong relationships with all stakeholder groups within the School community (particularly staff, students, parents and old scholars) and advocating effectively for the School externally.
- Able to further develop and implement the School strategy, marrying respect for tradition and heritage with the capacity to innovate and evolve in response to contemporary needs and an increasingly connected world.

EDUCATIONAL

- Capable of clearly articulating the educational vision for the School in relation to boys' holistic developmental needs across all ages and abilities.
- Effective at overseeing and embedding research-informed strategies which support each child in fulfilling their academic potential and to develop their character through excellent wellbeing and cocurricular programmes. Experience in boarding is advantageous.
- Have a track record of supporting and developing staff and leading high performing teams that are committed to excellence.

BUSINESS AND OPERATIONS

- Capable of sustainably leading a substantial business, including management of finance, risk, compliance, facilities, technology, marketing, enrolments, and people.
- Able to lead the effective development and implementation of the School strategy, with delivery to time and to budget of major initiatives and projects.

PERSONAL

- Energetic, resilient, relational, grounded, demonstrating good judgement, being a role model for boys and staff.
- Cultivate an expression of Christian faith that is invitational, generous and respectful, promoting both its truth and beauty, while being inclusive of all in our community.

How to Apply

For a confidential conversation please contact:

Jane Harlen on +61 (0) 2 8905 3711 | Jane.Harlen@odgersberndtson.com or

Sophie Malone on +61 (0) 2 8905 3703 | Sophie.Malone@odgersberndtson.com

Applications for the role should include:

1. Candidate statement

A brief statement of application (no more than three pages) outlining what you feel you would bring to this position, what you would expect to accomplish in the role, and reflecting on your past experience in the context of the selection criteria on page 29.

2. Curriculum vitae

A maximum of five pages covering:

- Full name, home address, confidential email address and mobile contact details
- Confirmation of right to work in Australia
- Positions held, dates, scope of responsibilities and key achievements
- Details of education and qualifications
- Any other relevant information, such as involvement in Church, professional and community activities.

3. Referees and Date of Commencement

- Full contact details of three referees whom the consultant may contact. Referees will be contacted only after consultation with the candidate.
- An indication of when you would be available to start.

The preferred method of application is online at www.odgersberndtson.com/91507. All applications will receive an automated response.

Should you be unable to submit your application online, please email it to:

Sophie.Malone@odgersberndtson.com

The closing date is Thursday 12 September 2024.

The successful applicant will be expected to meet the ongoing requirements of a Working with Children Check and adhere to the School's Child Protection Policy. They may also be asked to undertake leadership and psychometric assessments in the final stage of the process and undergo a national crime check. Shore reserves the right to appoint by invitation.



“Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others.” Philippians 2:3-4



SHORE