



Our Lady of
Mercy College

SCIENCE TEACHER

Application Package

Science Teacher

Fixed-term Contract, LSL Replacement Term 1 – Full-time,
Commencing 1 January 2026

Introduction to the College

Our Lady of Mercy College Australind is a Catholic Co-educational Secondary College established in 2020 to serve the communities of Harvey, Brunswick, Collie, Leschenault, Australind and surrounding regions.

The College offers a supportive and enriching educational environment for students in Years 7-12, based on the Mercy Values. As well as the traditional learning areas, the College offers an extensive curriculum and continues to investigate future opportunities in a variety of Learning Areas to meet the demands of a growing College. Through a focus on global competencies, Our Lady of Mercy College equips our students with the skills and knowledge needed to address real-world issues for the next stages of their lives.

With a strong focus on Pastoral Care, Our Lady of Mercy College continues to strive for a culture of respect and positive relationships, placing the person first.

Overall Responsibility

Teachers at Our Lady of Mercy College are entrusted with the responsibility of delivering a high standard of education that reflects the College's commitment to nurturing students as lifelong learners and global citizens. This involves creating inclusive, engaging, and well-managed learning environments that respond to individual student needs and are informed by contemporary educational research and best practice.

In fulfilling this responsibility, staff are expected to maintain professional relationships with students, families and colleagues, contribute to curriculum development, and uphold the College's Code of Conduct. Active participation in pastoral care, extra-curricular programs, and College events is essential, as is a commitment to ongoing professional growth and compliance with all regulatory and accreditation requirements.

Through these contributions, staff play a vital role in supporting the College's mission to provide a Christ-centred education grounded in real-world relevance and community connection.

Duty Statement

Areas of Responsibility

Teaching and Learning

- Class contact for timetabled lessons in accordance with the requirements of teacher workload policy and as directed by the Principal or delegate.
- A commitment to making a valuable contribution to extra-curricular activities.
- Enact the College Vision for Learning, including the integration of information technology and current educational best practice.
- Ensure the individual needs of each student are more than adequately catered for.
- Under the direction of the Head of Learning Area, ensure suitable strategies and assessment tools for the evaluation of students' achievement.
- Ensure appropriate classroom management strategies to provide positive and effective teaching and learning environments for all students are in place.
- Ensure the highest professional standards at all times.
- Ensure the importance and requirement of this professional conduct in any dealing or relationship with students beyond the classroom setting.
- Actively participate in the College's liturgical and calendared events as required.

Curriculum

- Ensure delivery of the curriculum as prescribed or approved by the Principal and Head of Learning Area and as per the relevant regulatory body, such as the School Curriculum and Standards Authority or ACARA.
- Be actively involved and contribute to school-based curriculum development when and where applicable.
- Preparation of programs and course outlines in a timely and efficient manner as prescribed by the Head of Learning Area or the relevant curriculum authority.
- Undertake professional development courses as required to be aware of current educational trends and to keep up to date in relevant curriculum areas.
- Assess student work accurately and appropriately in accordance with the College assessment policy and as directed by the Head of Learning Area.

Pastoral Care

- Demonstrate a high level of care and concern for the spiritual, emotional, physical and academic development of the students within one's care.
- Provide pastoral and supportive care for students within the College community as appropriate at the classroom and pastoral care teacher level.
- Communicate in an effective and timely manner regarding concerns about individual students to the relevant staff with discernment for confidentiality where appropriate.
- Carry out the requirements of the Pastoral Care program as designated for the relevant year group and by the College's overall Pastoral Care priorities.
- Actively be involved in House activities and calendar College pastoral events as required.
- Required to be a Pastoral Care Group (PCG) teacher and have a teaching load equivalent to (FTE 1.0) or a part-time FTE in line with the appointment.



Administration

- Ensure timely and efficient reporting at both an informal and formal level in accordance with College requirements.
- Contribute and interact responsibly and professionally as part of a high-functioning team with learning area colleagues and all staff in the broader College community.
- Carry out the designated duties and expectations for teachers regarding class teaching, relief supervision and various meetings as requested.
- Readily undertake formative and professional appraisal as required within the College's ongoing teacher development process.
- Independently fulfil the requirements for accreditation, teacher registration, and other professional clearances in order to maintain the appropriate certification and contract of employment.
- Take personal responsibility for ongoing professional development and keep abreast of current and emerging trends in education.



Selection Criteria

Successful applicants for this role will:

- Be fully supportive of the objectives, ethos, and teachings of Catholic education.
- Demonstrate excellent pedagogical skills with a flexible, collaborative, and student-centred approach that promotes student wellbeing and pastoral care.
- Show a strong understanding of current curriculum and pedagogy
- Plan and implement differentiated teaching and learning programs, including thinking skills and inquiry-based learning that engages all learners.
- Use assessment and continuous monitoring tools to adjust teaching practices to meet the needs of all students.
- Exhibit advanced classroom teaching skills, including the ability to teach students with a variety of abilities and aptitudes.
- Display excellent classroom management, organisational, interpersonal, and communication skills.
- Demonstrate a commitment to ongoing professional learning and development.
- Work collaboratively with other staff to promote student learning and enhance teaching practice and the learning culture of the College.
- Show leadership potential by taking on roles within the College and participating in extra-curricular activities.
- Demonstrate high-level expertise in integrating digital technologies to enrich teaching and learning experiences.
- Contribute to and promote a strong staff culture, working collaboratively with students, staff, parents, and Parish to build community.
- Hold current registration with the Teacher Registration Board of Western Australia (TRBWA).
- Possess a current Working with Children Check.

Tenure and Conditions

Responsibility	Position reports to the Head of Learning Area.
Tenure	Fixed-term Contract, LSL Replacement Term 1 – Full-time, Commencing 1 January 2026. Part-time teachers are required to take on all duties and responsibilities commensurate to their FTE.
Remuneration	As per the industrial agreement WA Catholic School Teachers Enterprise Agreement 2023
Salary Packaging	A range of salary packaging options are available as per other Catholic school employees in WA. Allowable salary package items include the following: • Private health insurance • Payment of school fees • Childcare costs • Mortgage expenses or home rental • Novated lease (vehicle)
Leave	Entitlements as per the industrial agreement.
Working Pattern	Class instruction time is from 8.30am to 3.00pm, however, teachers are required to be on duty each day at least 15 minutes before and after classes each day. In addition, you may reasonably be required to work reasonable additional hours to attend weekly professional meetings (PLC), Staff Meetings and Mass. Class instruction time is from 8.35am to 3.05pm, however, teachers are required to be on duty each day at least 15 minutes before and after classes. Working pattern may be changed to meet operational requirements of the College (part-time teachers only).
Extra-curricular & After-hour Requirements	Fully support College activities by attendance at various extra-curricular and social functions where required. The activities include and are not restricted to College Graduation, Presentation Evening, Parent Teacher events, College tours. The Annual Commissioning Mass and Presentation Evening are examples of significant compulsory events for all staff.

General Information for Applicants

To apply for the role:

Applicants will need to produce an application package which includes:

1. Cover letter
2. Curriculum Vitae, including copies of professional qualifications

Applications are to be received via email to olmca.humanresources@cewa.edu.au addressed to the Principal, Mr Vince Bellini, no later than 9.00 am, **Monday, 3 November 2025. Applications after this deadline will not be accepted.**

The College reserves the right to close advertising early.

1. Cover Letter

Write a cover letter addressing the selection criteria, clearly stating the teaching position being applied for. This should be a maximum of two pages. Letters need to be addressed to the Principal, Mr Vince Bellini.

2. Curriculum Vitae

- Employment history, including specific dates for teaching positions
- Professional qualifications
- Professional learning
- Accreditation status, attainment date and number
- TRBWA (Teacher Registration Board of Western Australia) and WWCC (Working with Children Check Card) numbers and expiry dates
- Names and contact information of three professional referees, along with your Parish Priest. All will be contacted for the purpose of a verbal reference.
Your three referees must include:
 - a person with whom you are currently working.
 - a person with whom you have worked in the past two to five years.
 - a current line manager.
- Provide copies of professional qualifications, Working with Children Check card and TRBWA registration.

Further information can be obtained by contacting the Director of Staff, Mrs Maree Maughan on 08 9720 3300.



Timeline

Friday, 24 October	Position advertised
Monday, 3 November	Closing date for applications
Wednesday, 5 November	Shortlisting and interview invitations sent
Monday, 10 November	Interviews in Bunbury
Friday, 14 November	All applicants advised of position outcome





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