

# PRINCIPAL

## APPLICATION PACKAGE



*Saint  
Ignatius  
College*

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## Introduction

**Saint Ignatius' College, Adelaide** is a leading Catholic coeducational day school, established by Australian Jesuits in 1951. Educating over 1500 students across three campuses at Norwood and Athelstone, it is the only Jesuit School in South Australia. The Norwood campuses are approximately 10 minutes from the Adelaide CBD and cater for Early Learning (3- and 4-year-olds) at Ignatius Early Years and Reception to Year 6 students at the Junior School. Approximately 20 minutes away, the Senior School at Athelstone caters to students in Years 7 to 12.

The College is one of five **Australian Jesuit** Colleges and five companion schools. These form part of the network of over 1,000 international **Jesuit educational communities** throughout the world which began with the visionary Saint Ignatius Loyola some 480 years ago. Jesuit education is a living tradition constantly adapting to and embracing the contemporary context. It seeks to form graduates who face the future with compassion, commitment, conscience, and competence.

**The College** has over 200 staff consisting of lay and Jesuit teachers and support staff, committed to maintaining the Jesuit philosophy of education. We seek to combine the formation of virtue with intellectual growth. We focus on imagination and creativity in our teaching and learning to develop human competencies. While we have a proud record of academic achievement, we recognise that excellence is a personal standard, and our offerings seek to cater to the capacity of each person.



## Learning and Teaching

The College's [Learning and Teaching Framework](#) describes how this is animated within the context of Saint Ignatius' College, Adelaide. It expresses the human excellence that is desired for all and the cultural elements that enhance its development. The learning and teaching draws on [A Living Tradition in the 21st Century](#), the [Characteristics of Jesuit Education](#) and the [Ignatian Pedagogical Paradigm](#) which offer the shared insights of Jesuit schools around the world.

## Cura personalis

Jesuit education is founded on the principle of cura personalis – care for the whole person. We provide a safe, caring, and respectful environment for students to develop socially and emotionally. Our pastoral care nurtures engagement, belonging, growth and companionship. We seek to produce students who are grateful and joyful, loving and generous, just and courageous, curious and wise, reflective and discerning, faith-filled and hopeful. We encourage inclusivity and kindness, and help all to make courageous, conscientious choices. [The College's Wellbeing framework](#) describes this.

## Faith and Service

The Ignatian ethos seeks to form people committed to a [faith that does justice](#). Students involve themselves in immersions and community service; faith formation, liturgy and retreats, and action for social justice, reconciliation and sustainability. In doing this, we seek to form men and women for others.

**We seek to produce students who are grateful and joyful, loving and generous, just and courageous, curious and wise, reflective and discerning, faith-filled and hopeful.**

## Governance

Saint Ignatius' College is a ministry of the Australian Province of the Society of Jesus (the Jesuits). [Jesuit Education Australia](#) (JEA) is responsible for ensuring that the College operates as a Catholic school in the Jesuit tradition. Saint Ignatius' College (Adelaide) Limited has a Board of Directors that reports to Jesuit Education Australia (JEA) and, through it, to the Provincial of the Australian Jesuits. The College Board is responsible for strategic direction, oversight of the Jesuit identity, education programs, and financial management of the College. The Board approves the annual budget and the strategic plan, and monitors and addresses the risks faced by the College. The College's strategic plan (2019-2023) is described in [Striving for the Magis](#).

## Leadership Team

The Principal is the Chief Executive Officer of the College, and is responsible for the management and performance of the College, including the educational and wellbeing programs. There is a collaborative and dual leadership model at Saint Ignatius' College, Adelaide with the Principal and Rector serving the mission of the school. The Principal and Rector report to the Board, and share responsibility for day-to-day leadership and operations of the College. The Rector is a Jesuit priest with particular responsibility for pastoral care, Ignatian charism, and Jesuit mission. He is part of the Jesuit Community attached to the College. Fr Peter Hosking SJ is the Rector of Saint Ignatius' College, having commenced in 2018.

The Head of Senior School, the Head of Junior School and the Head of Ignatius Early Years have delegated responsibility from the Principal for the day-to-day running of their respective campuses. [The College Leadership Team](#) comprises the Principal, Rector, Head of Senior School, Head of Junior School, Head of Ignatius Early Years, Head of Business, Head of Studies and Innovation, and Head of Ignatian Ethos.

## Appointment Information

The current Principal, Mr Peter Coffey, will retire at the end of Term 4, 2022 after five years of thoughtful and inclusive leadership accompanied by inspiring vision and humble dedication in other roles for nearly three decades. The College Board has engaged Hender Consulting to search for the new Principal and applications are invited from appropriately qualified and experienced candidates for this position.

As the Principal and CEO of the College, the successful applicant will be an outstanding educational leader providing a dynamic vision for learning and teaching that takes the school into the future. He or she will bring expertise, enthusiasm, and a desire to nurture an educational community which is learner-centred, reflection-driven, and action-oriented. A role model for staff and students, the applicant will demonstrate the energy, engagement, and capacity to seek excellence; he or she will motivate, inspire, and give witness to a faith that does justice for all members of the College community.

As a leader within the Australian Jesuit education ministry, the new Principal will be a committed Catholic with a desire to embrace and draw upon the rich tradition of Christian service and Ignatian spirituality to enhance and reinforce the College's strategic and operational management.

## Selection Criteria

It is expected that the College Principal will demonstrate the skills, experience, and personal attributes necessary to satisfy the following selection criteria:

### Cultural Leadership

- Have an active and transparent commitment to the Catholic faith with the demonstrated understanding of the role of the Catholic school as part of the local and international Church;
- Have the ability to promote, develop and sustain the Jesuit charism and Ignatian ethos in all aspects of College life;



- Strengthen the climate of care for all members of the Ignatian community that maintains a high standard of cura personalis in all facets of College life;
- Have a demonstrated capacity to lead, motivate and manage staff in a way that is inclusive, respectful and upholds high expectations for innovative professional practice, seeking to live out the mission of Christ today.

### **Educational Leadership**

- Have a proven ability to lead an excellent school by animating contemporary, evidence-based teaching and learning approaches, with an appreciation of and commitment to the Ignatian pedagogical approach;
- Have a capacity to improve traditional narratives of education, anticipating global perspectives, new learning technologies, and future teaching paradigms;
- Have a strong and contemporary educational vision that values the cognitive, human and spiritual (head, heart and hands) formation of staff and students;
- Have an understanding of the importance of the Early Years in building the foundation for future learning;
- Have an appreciation of the role of faith and service in the formation of students;
- Have a passion for providing holistic education that includes enthusiasm for and an ability to develop comprehensive cocurricular programs in sport, arts and other activities;
- Have a demonstrated commitment to and love of lifelong learning.

### **Strategic Leadership**

- Capacity to lead and empower a dynamic College Leadership Team;
- Have a sound understanding of the governance principles of an independent Catholic school in the Jesuit tradition;
- Have an ability to articulate vision and strategic intent and lead change in a school context;
- Have a demonstrated understanding of prudent management of finances, facilities, and resources;

- Be an effective community builder with proven ability to engage with the range of diverse stakeholders that make up the Ignatian community;
- Have a personal presence with the ability to represent the College in the broader community.

### **Personal Attributes**

- Have integrity and high ethical standards and behave in a manner that represents human and moral excellence;
- Have resilience, humility, energy, and a sense of humour;
- Have a passion for working with children and young people;
- Have highly developed presentation and interpersonal skills;
- Hold or be eligible for teacher registration through the Teachers Registration Board of South Australia;
- Hold relevant postgraduate qualifications.

It is expected that the successful applicant will assume responsibilities from the commencement of the academic year 2023. We shall plan for the incoming Principal to participate in a supported program of formation and induction into the Ignatian and Jesuit tradition during Term 4, 2022/Term 1, 2023.

The appointment will commence 1 January 2023 unless otherwise negotiated.

## **Application Procedure**

**For further information on the College, please visit [ignatius.sa.edu.au](http://ignatius.sa.edu.au)**

**Please visit [henderconsulting.com.au](http://henderconsulting.com.au) to apply and for a job and person specification. Applications should be addressed to Andrew Reed and Justin Hinora at Hender Consulting. For a confidential discussion, please call Hender Consulting on (08) 8100 8827.**

The College Board reserves the right to fill the position by invitation, or to re-advertise the position.

**Go, set the  
world *alight*.**

***ignatius.sa.edu.au***

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