

# Candidate Brief for the position of Director of Education and Mission The Anglican Schools Corporation

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# About The Anglican Schools Corporation

The Corporation is an organisation established by the Anglican Church Diocese of Sydney to provide a Christian education for the communities we serve.

Each of our schools nurtures and educates young people in accordance with the doctrines, tenets, beliefs and teachings of the Anglican Church Diocese of Sydney.



The Anglican Schools Corporation (Corporation) is an incorporated legal entity, established by the Anglican Schools Corporation Ordinance 1947 (Ordinance), of the Synod of the Anglican Church Diocese of Sydney. The Synod has the power to incorporate such entities under the Anglican Church of Australia (Bodies Corporate) Act 1938.

The Ordinance is essentially the constitution for the Corporation. As set out in the Ordinance, the Objects of the Corporation are to serve Christ by equipping students for his world through efficiently operating strategically placed Anglican educational establishments that:

- offer high quality education within a Christian worldview shaped by the Bible;
- communicate in word and deed the gospel of Jesus Christ to students, staff, parents and the wider community;
- are financially accessible to local communities.

## Mission and Vision Statement

The Vision of the Corporation is: *'Serving Christ by equipping students for His world'* and our Mission: *'To provide affordable quality Christian education'*.

Under our Mission we have five Objectives:

- to provide high quality education within a Christian worldview that is shaped by the Bible
- to communicate in word and deed the gospel of Jesus Christ to students, staff, parents and the wider community
- to provide education that is financially accessible to local communities
- to operate the Corporation efficiently and safely
- to grow the Corporation.



## Our Schools



The Anglican Schools Corporation operates the following schools and it is anticipated that additional schools will be added in line with the Corporation vision for growth:

- Arndell Anglican College
- Claremont College
- Danebank School
- Macquarie Anglican Grammar School
- Mamre Anglican School
- Nowra Anglican College
- Oran Park Anglican College
- Orange Anglican Grammar School
- Penrith Anglican College
- Richard Johnson Anglican School – Oakhurst Campus and Marsden Park Campus
- Roseville College
- Rouse Hill Anglican College
- Shellharbour Anglican College
- St Luke's Grammar School – Dee Why Campus and Bayview Campus
- Thomas Hassall Anglican College
- Wollondilly Anglican College.

The Anglican Schools Corporation Group Office is located at Hurstville.



## A Brief History

The Anglican Schools Corporation was established in 1947 in response to the difficulties a number of parishes were having in operating pre-schools. Over time, a number of schools having difficulties were also acquired. These included Tara, Blue Mountains Grammar School and Arden. Once 'recovered', these schools were not retained within the Corporation.

The ability to rescue these and several other current Corporation schools during the 1950s through to the 1990s arose because of the Corporation's asset base, which provided cash, or the security to borrow, to support the ailing schools. Originally that cash and security came from the pre-schools.

Over time, the asset base expanded as the schools acquired earlier became financially successful. At first, the total base was used to fund development in each school in turn. Eventually it enabled the Corporation to add further schools, or since 1997, to start new ones.

## Philosophy of Education

Behind every school and every teacher is a set of related beliefs – a philosophy of education – that influences what and how students are taught. A philosophy of education seeks to represent answers to questions about the purpose of schooling, a teacher's role, and what should be taught and by what methods.

[The Anglican Schools Corporation Philosophy of Education](#) reflects our beliefs about why, what and how we seek to teach, and about the nature of learning in the Corporation's schools. It is a set of principles that seeks to guide professional action through the events and issues that teachers face daily.

While we will not always succeed in operating our schools along these lines, the document sets out our aspirations for the way in which we approach teaching and learning.



## Governance and Leadership

The Anglican Schools Corporation (ABN 63 544 529 806) was originally established as an unincorporated body by the Synod of the Anglican Church Diocese of Sydney in 1947. The Corporation was incorporated as a body corporate pursuant to the Anglican Church of Australia (Bodies Corporate) Act 1938 on 2 April 1965.

The governing constitution of the Corporation is an ordinance of the Synod of the Anglican Church Diocese of Sydney or the Synod's Standing Committee.

The Corporation is governed by a Board of up to 13 people, nine of whom are elected by the Synod of the Anglican Church Diocese of Sydney, two are appointed by the Archbishop of Sydney and two appointed by the Board itself. The Chairman is Mr Philip Bell OAM.

The Chief Executive Officer of the Corporation is Mr Peter Fowler. The Chief Executive Officer is responsible to the Board for driving the implementation of the Corporation's Strategic Plan, for the implementation of the policies and decisions of the Board and for the general administration and daily operation of the Corporation. Under the direct responsibility of the Chief Executive Officer is the Corporation's Group Office located in Hurstville, NSW.

The Board establishes School Councils to govern the operation of one or more Corporation schools. A School Council consists of a Chair and at least four and up to nine additional persons all appointed by the Board. The primary role and responsibility of a School Council is to promote the Objects of the Corporation by ensuring that each school for which it has governance responsibility operates in a manner that:

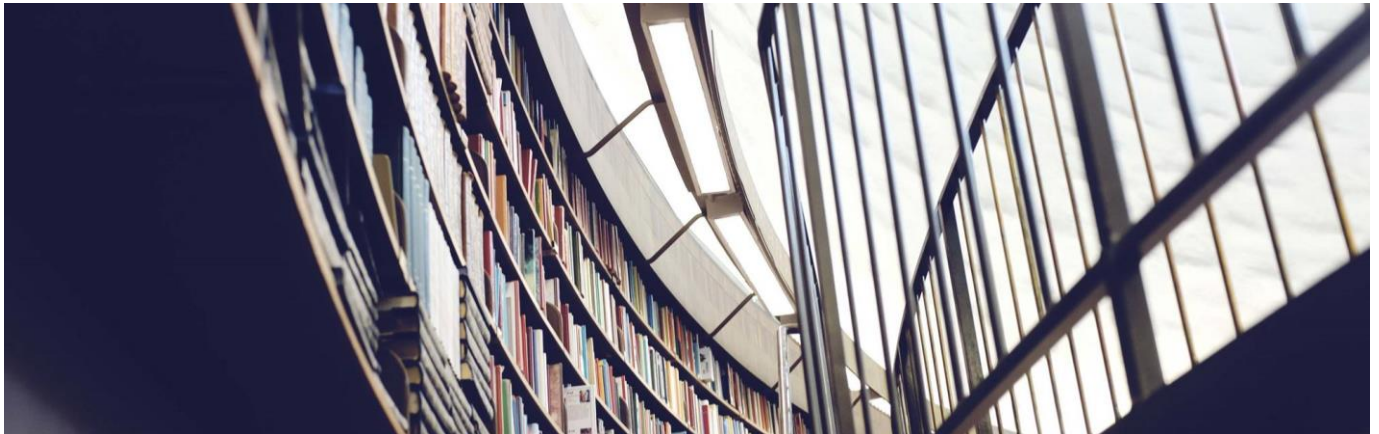
- Upholds the Corporation's Objects,
- Supports the Corporation's Philosophy of Education, and
- Implements the School's strategic plan and policies that are consistent with the Corporation's Strategic Plan and Policies; and the consequential but equally important role and responsibility of a School Council is to develop the individual character of the school in the context of its local environment and in a relationship of interdependence with the Corporation. Both of the above should contribute to the development of each school's reputation.

Each school is led by a Principal who is responsible to the Board through the School Council for the implementation of the School's strategic plan, the implementation of the Board's and the School Council's policies and decisions, and the general administration and daily operation of the School.



# The Opportunity

**Role purpose** - *We will grow a community of interdependent Anglican Schools, which communicate the gospel of Jesus Christ both in word and deed. We will achieve this by providing accessible, affordable, quality Christian education – such that God is glorified.*



The Director, Education and Mission reports to the CEO and works with the other Senior Executive members of the Corporation and with the Education and Mission Committee of the Board.

The responsibilities of the Director, Education and Mission can be grouped in the following areas:

- Consultation and assistance with the ongoing development of Christian education within schools – including a wholistic approach to pedagogy from a Christian perspective throughout the curriculum and the life of Corporation schools.
- Working with Principals to develop Christian and Educational Leadership Capacity and Capability in staff
- Ongoing education and training of governors
- Working with the Chief Operating Officer to direct and co-ordinate school review programs
- Development and oversight of corporation wide co-operative programs to recruit Christian teachers through a range of models
- Oversight and co-ordination of professional development programs in Christian Education to be offered to Corporation schools and potentially other Anglican and Christian schools.

## The Role

- As the Executive Officer of the Education and Mission Committee, the Director, Education and Mission will oversee the ongoing development of the Christian Education and Mission initiatives.
- The Director, Education and Mission will maintain knowledge of developments, trends and issues in the education industry in order to knowledgeably contribute to the development of relevant programs to support leaders within Corporation schools.
- The Director, Education and Mission will facilitate effective communication, collaboration and development of trust relationships between each of the Board, School Councils, Principals and Group Office staff.
- The Director, Education and Mission will ensure an appropriate level of focus and resourcing in the recruitment of Christian teachers, the training and development of Christian teachers, the identification and training of Christian educational leaders, the recruitment of School Principals and governance training.
- The Director, Education and Mission, together with the CEO, will work with School Principals to develop initiatives to recruit, train, retain and develop Christian educators to meet the requirements of Corporation Schools
- The Director, Education and Mission, together with the CEO, will work with School Principals to develop initiatives such as mentoring and exchange across Corporation schools to identify, develop and retain Christian educational leaders (present and potential) and monitor and report progress in these areas.
- The Director, Education and Mission, together with the CEO and New School Development Consultant, will create a Corporation specific framework for the establishment of new schools including the development of policies, procedures and processes to help prioritise new school proposals according to the strategic plan.
- The Director, Education and Mission will assist with the facilitation, development and implementation of governance training programs in the context of the Corporation.
- The Director, Education and Mission will work with the Chief Risk Officer to provide a framework for maintaining governance training records for ASC schools to ensure Governors are NESAC compliant.
- The Director, Education and Mission will assist the CEO to facilitate the development, monitoring, reporting and maintenance of ongoing Board and School Council assessment.
- The Director, Education and Mission will work with the CEO to enhance the reputation and influence of the Corporation through appropriate submissions, papers and presentations on issues affecting education, especially those of relevance to independent education and Christian education.





## Key Desirable Attributes and Qualities

- 1 The Director, Education and Mission must:
  - Be an experienced and respected educational leader who is able to build collaborative relationships with key stakeholders within and beyond the Corporation;
  - Be a person of Christian faith and character and must have signed a statement of personal faith in the form determined by the Synod;
  - Attend regularly and be actively involved in a Bible-based Christian church;
  - Uphold and support the Corporation's Vision, Mission and Objectives;
  - Uphold and support the Corporation's Philosophy of Education;
- 2 The Director, Education and Mission is to demonstrate Christian leadership, diligence and integrity in leading and performing the role.
- 3 The role of the Director, Education and Mission requires a high order of interpersonal and communication skills with proven capacity as a change facilitator. The Director, Education and Mission will exhibit high level senior executive presence and diplomacy skills, and will model collaboration, consultation, inclusivity and comfort with ambiguity and flexibility in problem solving.
- 4 The Director, Education and Mission must understand and model the acceptance of responsibility and accountability.
- 5 The Director, Education and Mission must show competence and judgement in leading Christian Education programs and initiatives.
- 6 The Director, Education and Mission will possess appropriate postgraduate and/or professional qualifications and will have experience in educational leadership.

## Professional Development

The Director, Education and Mission, is encouraged to continue with suitable professional associations and professional development in consultation with the CEO.



# Search Process

## Approach candidates

We will have an initial discussion with you over the phone to determine your interest and suitability for this role and discuss a little about your background and aspirations.

## Interview candidates

Once your interest and suitability has been determined we will arrange for you to meet with the Partner leading this search. Ahead of the shortlist stage, we require every candidate to sign the authorisation and consent form for data protection purposes and to enable us to complete the professional qualifications check(s). The form explains the additional personal data that we will be collecting and the rationale for consent under data protection legislation. It will also name the client with whom we will share the data.

## Shortlisting

Having met with candidates who will differ on experience, ambition and background, we will put forward a number of candidates whom we feel most meet the criteria.

## Meeting our clients

The Anglican Schools Corporation will meet the candidates on the shortlist. This will give you the opportunity to really understand the role, the Corporation culture and their expectations of you. You will more than likely have multiple meetings with key stakeholders to get a feel for the business.

## Due diligence

As you will appreciate, you will have conducted due diligence on The Anglican Schools Corporation and they will expect us to do the same for the candidates who they anticipate would really bring that 'something special' to the business.

## Offer and acceptance

The Anglican Schools Corporation puts together the offer which we convey to you. We will fully support you through your resignation period and beyond.

## Ongoing communications

We like to maintain contact with all candidates from a search. If you have been successful in this activity, we will meet with you after your first month to ensure that your expectations have been met. If you have not, we will ensure that you gain full feedback and we will maintain a relationship with you for the future.

## Confidentiality

We guarantee that any approach we make to you and any discussions we have will be in the strictest confidence. Any discussions will be conducted under the terms of a formal nondisclosure agreement.



# How to apply

Applications for the role should include the following information:

- Cover letter (1-2 pages) outlining your motivation and how your experience and knowledge would enable you to be successful in the role – you are not required to address the success criteria in full.
- A full curriculum vitae providing personal details, qualifications, and work history.
- The names and contact details of three potential referees and a brief statement on the capacity in which they have known you. (Please note referees will not be contacted without your prior consent).
- Notice Period.

For a confidential conversation please contact Paul Hill or Juliet Steel of Odgers Berndtson on:

- Paul Hill: +61 407 766 756 or [paul.hill@odgersberndtson.com](mailto:paul.hill@odgersberndtson.com)
- Juliet Steel: +61 409 222 934 or [juliet.steel@odgersberndtson.com](mailto:juliet.steel@odgersberndtson.com)

The preferred method of application is online at [www.odgers.com/83314](http://www.odgers.com/83314) All applications will receive an automated response.

Should you be unable to submit your application online, please email it to: [Juliet.Steel@odgersberndtson.com](mailto:Juliet.Steel@odgersberndtson.com)

**Applications close at midnight on Monday 2nd August 2021.**

## Consideration of Applications

- A Selection Committee, including the CEO of the Anglican Schools Corporation and Corporation executives will select, assess and interview candidates
- Odgers Berndtson will handle all expressions of interest and formal applications in confidence and will support the work of the Selection Committee
- Under child protection legislation Anglican Schools Corporation requires a Working with Children Check of the preferred candidate
- Shortlisted candidates may be required to participate in an assessment centre which may include psychological assessments
- The preferred candidate may be required to undergo a medical examination at the expense of Anglican Schools Corporation
- Anglican Schools Corporation reserves the right to revise the information set out in this document at any time prior to making an appointment, or not to make an appointment
- Applicants must have the right to live and work in Australia.



# About Odgers Berndtson

For over 50 years, Odgers Berndtson has helped some of the world's biggest and best organisations find the senior talent to drive their agendas.

We deliver executive search, assessment and development to businesses and organisations varying in size, structure and maturity. We do that across over 50 sectors, whether commercial, public or not-for-profit and draw on the experience of more than 250 Partners and their teams in 30 countries.

## Search partnerships

Odgers Berndtson's strength lies in the partnerships we develop to address that need. We form strong relationships with the most talented people, with those seeking them and between our own teams globally to bring both sides together. It is because of our deep, non-transactional and lasting partnerships, that our clients can acquire, develop and retain their strongest leaders.

### Client partnerships

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We're in the business to help clients uncover the best people for their strategies. We take the time to immerse ourselves in your business and learn the challenges you face. At times, we may challenge your thinking to take the best possible people into consideration.

We remain with you as partners beyond the search. These deep, long-term partnerships provide us with the perspective to get each search right. And building those partnerships starts with a single conversation.

### A focus on candidate care

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Whether we are contacting you about a search or offering career guidance, we strive to always be professional, courteous, rigorous and honest.

We invest in building non-transactional partnerships outside the search process, whether the client appoints you or not. Our focus on a constructive candidate experience does not just provide clients with engaged candidates, it means that you can trust our advice throughout your executive career.

### A freethinking, collaborative culture

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Odgers Berndtson is a global partnership of businesses unrestricted by rules, short-term thinking or silos. We combine the freedom to consider the future with the agility to act today.

Across our global network we draw on our experience, expertise and contacts to deliver the best possible search. In so doing, we build teams combining sector, function and regional knowledge. We prefer these partnerships to big personalities. It's why clients consistently tell us that our culture is a point of difference, and a position of strength.





# Candidate Charter



## Talented people are our lifeblood

Whether we approach you about a specific opportunity, or you contact us to share your biography and career ambitions, we want you to have a constructive experience of engaging with Odgers Berndtson.

We recognise that we have a commitment to you as well as to our client, and we undertake that our dealings with you will be professional, courteous, rigorous and honest.

We will:

- Approach you after considered analysis and in relation to roles where we think there is a strong match. Your time is valuable; we don't want to waste it.
- Work to make your candidacy as strong as it can be.
- Represent you effectively and discreetly to our client, based on accurate information that you give us in confidence.
- Be inclusive, open and fair-minded.
- Keep you informed, communicating outcomes promptly, and giving fair and honest feedback where we can.
- Celebrate your success in the event of a successful outcome and share any lessons in the event of disappointment.
- Take a long-term view, recognising that you have a multi-year view of your own career. Where possible, we will help you fulfil your ambitions.
- Embrace continuous improvement, for example by carrying out regular independent audits of those we shortlist for roles.

If ever you feel we have not lived up to the letter or spirit of this charter, please tell us. We want to know. Email our Managing Director, Asia Pacific at [markb@odgersberndtson.com](mailto:markb@odgersberndtson.com).





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