



Teaching Positions 2026

Parade College

Parade College is a member of the national body of Catholic schools known as Edmund Rice Education Australia (EREA). The College aims to help young people grow into well-rounded individuals who will make a meaningful contribution to society. In a vibrant learning community, students are encouraged to explore and develop their talents to the fullest and aim for excellence in all their endeavours.

As a long-standing Catholic school in the Edmund Rice tradition, Parade College strives to be a learning community that offers best practice education and pastoral care to its students to foster fullness of life and holistic growth for all.

Parade College is the oldest Edmund Rice School in Australia, dating back to 1871, and has a proud history of excellence in the education and pastoral care. Parade offers a multitude of curriculum options for students, whatever their interest may be; from academic, sporting, music, visual arts and trade options.

The College is pleased to announce, our VCE Vocational Major (VCE VM) program at Parade College has become co-educational in 2025. The College welcomes full-time female student enrolments for the first time in our long history, into Year 11 in 2025. Starting in Term 1 2025, our VCE Vocational Major program, based at our Preston campus, has expanded our student offerings by introducing a new Tertiary Pathways Program. The Tertiary Pathways Program includes a second stream of our highly successful Sport Academy, along with a new Business Academy. Both academies provide a bespoke educational opportunity that allow students to gain direct entry into a number of undergraduate tertiary courses at La Trobe University upon completion of the two-year course.

The professional environment for staff at Parade College emphasises innovation, the importance of lifelong learning and quality relationships between staff, students and the College community.

The Position

The Classroom Teacher at Parade College supports each student to be challenged to grow in knowledge and maturity, according to their potential, in all aspects of their life. Teachers at Parade College are highly competent, passionate and engaged in their practice. They work hard to inspire students to be critical and deep thinkers, as well as problem solvers and responsible contributors to the global community. They ensure the best possible learning environment for students and are committed to their own continued growth as a teacher.

Teaching and Learning at Parade College

Learning at Parade College inspires a commitment and spirit that is both personalised and life-long. Gifts and talents are celebrated equally but paramount to all this is the reality that learning takes place within a collective sphere of mutual support and a deep desire to achieve the very best.

Teaching and Learning at Parade College has, over 150 years, developed both the capacity and capability of providing dynamic learning that caters for the students' spiritual, academic, social, emotional and physical development. A vibrant professional teaching and learning culture exists and grows. Students are supported in their studies by highly qualified, experienced and committed staff.

Our curriculum continues to blend the best of educational traditions with the latest in cutting edge theory, practice and design. Our classrooms are contemporary, technology-rich learning environments, suitably well-resourced and designed to both encourage and exploit a wide variety of teaching and learning preferences.

We are seeking applications from Secondary qualified teachers (including graduate teachers) for ongoing teaching positions commencing 27 January 2026. Full-time and part-time applications considered.

The following teaching positions are available:

- Teacher of English (Years 7-12)
- Teacher of English (Years 7-12); *An ability to teach Literature up to Year 12 considered an advantage*
- Teacher of Mathematics (Years 7-12)
- Teacher of VCE Vocational Major (Numeracy and Literacy)

Please view the [Position Description](#) for further details about the role and the selection criteria.

The Faculties

English

The study of English at Parade College aims to ensure that all our students are actively involved in reading, viewing, writing, comparing and talking about texts. Students will be encouraged to explore and engage with a range of literature and media texts so that they can explore ideas and think critically about their world. Our aim is to give our students knowledge about how language functions, how it can reflect and shape social attitudes and assist them in achieving a better understanding of themselves, their culture and their world. The English Faculty is committed to assisting the keen student by extending their literary exposure through the study of Literature at VCE level with the opportunity for extension at Year 10.

The commitment to a high quality Literature course at Year 10 and the offer of an exciting elective aimed at keen writers will provide the diligent student with the opportunity to undertake an intensive study of both text and writing craft. These courses will suit the student who intends to excel in the literary field before undertaking his VCE. The English Faculty also works closely with the Learning Diversity team to help students who need assistance. The College is committed to empowering our students and promoting excellence. Those students who require further development of their Literacy skills are provided appropriate support.

Mathematics

The study of Mathematics at Parade College aims to develop the critical-thinking, problem solving and general Mathematical skills of all students. There is a wide range of subject options that cater for a range of Mathematical interests and abilities. It is also designed to promote students' awareness of the importance of mathematics in everyday life in a technological society, and to develop confidence and the disposition to make effective use of mathematical concepts, processes and skills in practical and theoretical contexts.

VCE Vocational Major

VCE Vocational Major provides additional pathways for Years 11 and 12 students seeking vocationally oriented career options such as apprenticeships, traineeships, further education and training or moving on to employment. VCE Vocational Major provides students with a more flexible approach to their education and training. It aims to provide the skills, knowledge and attitudes to enable students to make informed choices regarding work and further education.

Application Requirements

In preparing an application, please read the advertisement and position description carefully to ensure that you can demonstrate your ability to meet the position requirements and have a good understanding of the role.

Applications must include:

- a **covering letter** addressing the **Key Selection Criteria** addressing your skills, qualifications and experience relevant to the role; together with
- a current **Curriculum Vitae**.

Applications should be addressed to the Principal and submitted via the Employment Page on the College website:
<https://www.parade.vic.edu.au/school/employment>.

For enquiries please contact the Director of Human Resources via email: hr@parade.vic.edu.au, or phone: 94683300.

Parade College acknowledges Aboriginal and Torres Strait Islander peoples as the traditional custodians of the lands where we live, learn and work.

This community is committed to the safety, wellbeing and protection of all children in our care.

Parade College is an Equal Opportunity Employer



PARADE COLLEGE

POSITION DESCRIPTION

Position Title	Classroom Teacher
Reports To	Principal, Assistant Principal – Teaching and Learning, Learning Area Leader

PRIMARY PURPOSE OF POSITION

The Classroom Teacher is responsible for creating a positive and disciplined learning environment:

- in the classroom
- in co-curricular activities
- when interacting informally with students.
- when on Yard Duty Supervision

In this way, each student is challenged to grow in knowledge and maturity, according to his potential, in all aspects of his life.

The Classroom Teacher is responsible for:

Promoting the mission and ethos of the College through structured classroom prayer, participation in the liturgical life of the College, and modelling of appropriate standards of behaviour.

Maintaining a positive and effective learning environment through:

- Well-prepared and varied lessons, which cater to the range of student abilities and interests.
- Setting of realistic and challenging academic standards of student performance.
- A challenging and realistic program of student homework.
- Prompt and comprehensive attention to student work submitted for marking and supervision.
- Demonstrating knowledge, competence and confidence in the relevant subject discipline.
- Demonstrating high levels of professionalism in all activities.

Demonstrating commitment to teacher professional development through interest and attendance at appropriate in-service courses, coaching and guidance through the College's Professional Standards Support Team, commitment to a program of professional study and/or reading, and ongoing links with relevant Professional Associations including the Victorian Institute of Teachers if applicable.

STATEMENT OF DUTIES

Contemporary Teaching	<ul style="list-style-type: none">• Develop a stimulating learning environment by using a variety of styles and approaches to cater for individual learning needs.• Understand and adhere to state and national course requirements including the standards of professional practice – Australian Standards of Teaching – and the VCEA.• Employ a variety of effective teaching strategies to effectively implement the curriculum.• Give appropriate time to lesson planning and organisation.• Understand state and national course requirements.• Keep accurate records of student attendance.• Embrace the use of information and communications technologies to enhance learning.• Engage in learning progress discussions.• Write formal academic reports that conform to report writing guidelines.
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	<ul style="list-style-type: none"> • Monitor the progress of each student and provide meaningful and regular feedback to each student on their progress. • Maintain timely and effective communication with parents/carers regarding both concerns and celebrations related to student learning outcomes and assessment grades. • Liaise with appropriate support staff and Learning Area Leader in the implementation of the curriculum. • Implement differentiated instruction strategies to cater to the diverse learning needs of students, ensuring that students with additional needs receive appropriate support and resources. • Promote a safe and inclusive classroom environment that respects and values diversity and fosters a positive learning experience for all students. • Implement proactive classroom management strategies to maintain a positive and focused learning environment. • Encourage and monitor the progress of individual students and use information (i.e. evidence) to adjust teaching strategies.
Pastoral Care and Child Safety	<ul style="list-style-type: none"> • Provide students with a child-safe environment. • Be familiar with and comply with the school's child-safe policy and code of conduct, and any other policies or procedures relating to child safety. • Understand and satisfy the current Child Safety Standards • Proactively monitor and support student wellbeing by following appropriate Parade College policy and procedures outlined online and in the Staff Wellbeing resource. • Exercise pastoral care in a manner which reflects school values. • Undertake Restorative Practice Training in consultation with your Line manager or a refresher Restorative Practice course. • Implement strategies which promote a healthy and positive learning environment. • Maintain ongoing contact with student families through email or phone, updating Parents/Carers with commendations/concerns for students in your subject • In consultation with the relevant Tutor Teacher, House Leader and Dean of Students, communicate any wellbeing and behavioural concerns or issues that may arise. • Attend year level meetings as scheduled. • Attend all school assemblies. • Attend school liturgical celebrations. • Attend school organised activities relevant to house or year level, as required.
Curriculum Development	<ul style="list-style-type: none"> • Plan, develop, review and evaluate curriculum in subject areas and at year levels which you teach. • Develop assessment instruments in a collegial manner where whole group testing takes place. • Evaluate digital learning materials and make recommendations to subject coordinators about their implementation. • Create and evaluate online resources for the purposes of enriching the curriculum. • Attend subject meetings as scheduled.
Professional Development	<ul style="list-style-type: none"> • Have current knowledge of curriculum initiatives in your teaching areas. • Commit to ongoing professional development in your teaching areas. • Be open to researching areas of interest relevant to directions provided in the school's strategic plan. • Continue development of ICT skills as technologies evolve. • Participate in the staff professional growth plan process. • Be an active member of a relevant professional association as duties permit. • Support collegial learning by acting as a mentor or supervising and supporting a student teacher after consultation with subject coordinator.

Co-Curricular Involvement	<ul style="list-style-type: none"> • Support and be involved in the co-curricular program. • Proactively encourage students to participate in co-curricular activities. • Act as a role model for participating students. • Keep accurate records of student attendance and participation within the co-curricular activity. • Create and maintain a safe environment in which students may enjoy their participation. • Oversee the provision and care of relevant equipment materials and first aid requirements.
General and Administrative Duties	<ul style="list-style-type: none"> • Contribute to a healthy and safe work environment for yourself and others and comply with all safe work policies and procedures. • Maintain currency of first aid, mandatory reporting and anaphylaxis training. • Demonstrate duty of care to students in relation to the physical and mental wellbeing. • Attend all relevant school meetings and after school services/assemblies, student progress interviews, sporting events, mass, community and faith days as well as professional learning opportunities. • Participate in duty supervision as rostered and other supervision duties when required. • Demonstrate professional and collegiate relationships with colleagues • Uphold the professional standards expected of a teacher. • Other duties as directed by the Principal.
POSITION REQUIREMENTS	
Skills and Attributes	<ul style="list-style-type: none"> • Ability to work as part of a team • Good oral and written communication skills, including ability to communicate with children, parents and the school community • Experience and proven record in effective learning and teaching skills, including management of composite classes/mixed ability classes • Ability to demonstrate an understanding of appropriate behaviours when engaging with children • Demonstrated capacity to participate in a range of school activities, e.g. school sports, sacramental programs, liturgies, school camps/excursions • Leadership qualities • Self-motivation • Ability and willingness to accept policy directives • Maturity
Child Safety	<ul style="list-style-type: none"> • Be a suitable person to engage in child-connected work • Be experienced in working with children • A demonstrated understanding of child safety • A demonstrated understanding of appropriate behaviours when engaging with children • A sound knowledge of legal obligations relating to child safety under Ministerial Order No. 1359 Child Safe Standards, • Working familiarity with Child Safe requirements and expectations of VCEA PROTECT, VIT, EREA and VRQA • A demonstrated understanding of and commitment to Child Safety protocols, codes of conduct and to ensuring Parade College is a Child Safe School.
Selection Criteria	<p>Applicants should be able to demonstrate:</p> <ol style="list-style-type: none"> 1. Support and participation in the faith life of Parade College including commitment to the Mission Statement, ethos of the College, Charter of Edmund Rice Education Australia and personal faith formation. 2. Ability to effectively work within a team of teaching staff to ensure a very high standard of professional practice within the relevant learning areas. 3. Ability to promote a healthy learning environment which promotes best practice and excellent student learning outcomes. 4. Knowledge and understanding of contemporary practices and policies

	<p>related to student learning and, in particular, boys education.</p> <p>5. Well-developed interpersonal skills including organisation and communication.</p> <p>6. Commitment to ongoing professional learning.</p>
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TERMS AND CONDITIONS	
	<ul style="list-style-type: none"> • Terms and conditions for this position are as outlined in the <i>Catholic Education Multi Enterprise Agreement 2022</i> for Registered Teachers. Salary is set out in the Agreement according to years of experience and qualifications. • The position reports to the Learning Area Leader. • The position will, be required to attend staff meetings and other meetings as required. • The successful applicant would require a commitment to ongoing professional learning and hold relevant qualifications. The position requires the completion of an Annual Review Meeting. • All employees at Parade College are to follow College policies and procedures, including the Occupational Health and Safety Act 2004 and Equal Opportunity Act. • Parade College is fully committed to the protection of children. The successful applicant will be expected to satisfy child protection screening, and adhere to the School's Child Protection Policies.