



DIRECTOR OF CATHOLIC IDENTITY & MISSION

ROLE TENURE:	2027 – 2029 (3 -Years)
POSITION OF LEADERSHIP:	POL Level 5
TIME ALLOWANCE:	18ppc (74mins)
APPRAISALS:	Annual Growth Review Meeting Summative Leadership Growth Review (Year 2)
REPORTING RELATIONSHIPS:	Reports to the Principal
LEADS TEAM:	Ministry Team

OVERVIEW

All staff members of Marian College are expected to actively support Catholic education in the Brigidine tradition, as articulated in the College's [vision and mission statements](#). Staff are required to embody the values of Kildare Ministries in their professional conduct and in the relationships they foster within the College community. Each staff member's role is designed to contribute to the best possible educational outcomes for all students, enhance the community's strengths and ensure careful stewardship of the College's resources.

ROLE DESCRIPTION

The Director of Catholic Identity and Mission provides strategic leadership for the faith life, Catholic identity and mission of Marian College. Grounded in the Brigidine charism and Kildare Ministries values, the role inspires a vibrant and contemporary expression of faith that is woven throughout learning, wellbeing and community life. Through leadership of faith formation, liturgy, service and social justice initiatives, the Director nurtures a culture where students, staff and families are invited to grow in faith, purpose and belonging. Working collaboratively with the Principal, Mission Team and Executive leaders, the role ensures that Catholic identity remains visible, authentic and transformative, empowering the Marian community to live with hope, courage, compassion and a commitment to justice.

CHILD SAFETY

At Marian College, safeguarding students is a collective responsibility of all staff engaged in child-related work. Our dedication is reflected in the comprehensive policies and procedures on our Child Safety webpage. All staff must adhere to our [Child Safety Code of Conduct](#). Any violations of school policies or codes of conduct will result in appropriate actions by the College.

KEY RESPONSIBILITIES



Leading Strategic Direction

- ❖ Lead the strategic development and implementation of Faith and Mission priorities, ensuring alignment with the College Strategic Plan, Annual Action Plan and Kildare Education Ministries Values.
- ❖ Embed Catholic identity and mission across College culture, learning and wellbeing.
- ❖ Advocate for faith-centered leadership that strengthens staff and student formation and community engagement.
- ❖ Lead partnerships with parishes, the Diocese and Kildare Education Ministries.

Leading Learning for Impact

- ❖ Promote learning experiences that deepen students' understanding of Catholic Social Teaching and its application in contemporary life.
- ❖ Facilitate student leadership through opportunities for faith, service, advocacy and social action.
- ❖ Integrate First Nations perspectives and cultures into faith formation and learning experiences.
- ❖ Lead faith formation initiatives that strengthen students' spiritual growth, identity and sense of purpose.
- ❖ Foster critical thinking and ethical decision-making through reflection on issues of faith, justice and human dignity.

Leading Improvement, Innovation & Change

- ❖ Promote contemporary approaches to faith, liturgy and mission.
- ❖ Drive innovation in spirituality, justice and service initiatives.
- ❖ Encourage reflection, advocacy and outreach across the College community.
- ❖ Evaluate the impact of faith and mission programs to inform continuous improvement.
- ❖ Identify emerging opportunities to strengthen Catholic identity and mission in a changing Church and world.

Leading Data Informed Practice

- ❖ Use feedback and data to inform faith and mission initiatives.
- ❖ Monitor participation in liturgy, retreats, service and faith formation.
- ❖ Support the evaluation of mission and community engagement programs.


Leading Teams

- ❖ Lead the Ministry Team in fostering a vibrant Catholic and Brigidine identity across the College.
- ❖ Collaborate with College leaders, staff and parish to strengthen the faith life and mission of our community.
- ❖ Mentor student leaders and staff involved in liturgy, retreats, outreach and mission initiatives.

Leading Staff Growth & Development

- ❖ Design formation programs that strengthen faith, mission and Catholic identity.
- ❖ Support staff and students to embody the Brigidine charism and Kildare values in daily life.
- ❖ Mentor emerging leaders in mission, faith development, and Catholic education leadership.
- ❖ Collaborate with the Assistant Principal – Staff & Strategy to coordinate the professional learning needs of staff in relation to Accreditation to Teach in a Catholic School and Accreditation to Teach RE.
- ❖ Promote effective reading through the dissemination of appropriate journals, periodicals and magazines, and sharing of online readings and resources regarding faith practices and Religious Education

Leading the Management of the School

- ❖ Oversee liturgies, retreats, prayer and faith formation programs.
 - ❖ Oversee the implementation of the Social Justice Action Plan.
 - ❖ Oversee external Faith and Mission programs, communications and events.
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Other Duties

- ❖ Communicate key initiatives, achievements and priorities through College communication channels, including the Newsletter, Staff Connect and other publications.
- ❖ Develop and administer the budget in collaboration with the Principal and the Business Manager.
- ❖ Contribute to the preparation of compliance, accreditation and reporting requirements for relevant educational and government authorities.
- ❖ Commit to ongoing professional development in your area of work.
- ❖ Undertake other duties related to the role as directed by the Principal.

WORKPLACE HEALTH & SAFETY

- ❖ Comply with legislated occupational health and safety practices.
- ❖ Observe safe work practices in accordance with training and instruction given.
- ❖ Identify, report and address risks and hazards to promote a safe working environment.
- ❖ Implement and promote occupational health, safety and risk management practices.

KEY SELECTION CRITERIA

1. Demonstrated commitment to Catholic education and the Mission, Vision, Values and charism of Marian College.
2. Demonstrated capacity to provide strategic leadership that drives meaningful improvement and positive outcomes for students, staff and/or the wider College community.
3. Demonstrated ability to lead innovation and change through planning, engagement and implementation.
4. Excellent interpersonal, organisational and communication skills
5. Demonstrated ability to use data, evidence and research to inform decision-making and drive improvement.
6. Demonstrated capacity to build relationships and lead high-performing teams.
7. Commitment to professional growth, reflective practice and continuous improvement.

QUALIFICATIONS & EXPERIENCE

- ❖ Victorian Institute of Teaching Registration.
- ❖ Relevant post-graduate studies an advantage (or working towards such qualification).
- ❖ Accreditation to Teach and to Teach Religious Education or Lead in Catholic School (or working towards)
- ❖ Educational Leadership Experience an advantage.

Marian College is committed to the creation and maintenance of a child safe school environment. The care, safety and welfare of students are embedded in policies and procedures which ensure a commitment to zero tolerance of child abuse.