



## EDUCATOR POSITION DESCRIPTION

Peregrine is located on 20 hectares of bush in the picturesque Huon Valley, Tasmania. We are looking for an educator to join the team during Term 4, or at the start of 2024.

The ideal candidate is highly adaptive and can demonstrate experience working in progressive educational settings, or demonstrate they are passionate about pushing the boundaries of what is possible in education.

We know that educators are more than their year level or subject area specialisations and we encourage applications from those with a wide range of skills and interests that would support a rich learning environment across the school, from Kindergarten through to Year 10. Experience in project-based or inquiry learning would also be advantageous, but not essential.

For additional information on this role and the application process, please head to our school website: <https://www.peregrine.tas.edu.au/employment/>

### **Are we the right school for you?**

Community is one of our core values and we celebrate this through the provision of a shared, nutritious lunch with children and morning circle meetings each day, termly circle meetings with our families, and through incorporating democratic processes that allow students to confidently bring issues and solutions to community meetings and/or to form working parties. Students are involved in the recruitment process by providing feedback when applicants participate in trials and sometimes they sit in on interviews and ask applicants questions.

As a small school, all staff have an important role to play in leading the school, together. We work with a flat organisational structure where we expect all educators to lead systems and learning. Our Co-Principals collaborate to support staff and lead the organisation, and they also teach within the learning program.

We are looking for an educator with a willingness and interest to work between a range of year levels (K-10) and we aim to pair educators in complementary collaborative partnerships that work to strengths and experience. We want our staff to feel competent and connected to our community and we hold each other to high standards of professional work and collaboration, whilst also supporting each other with kindness and understanding.



We value the importance of a good work-life balance and our different term structure supports a mid-term rest as well as opportunities for uninterrupted staff collaboration and professional learning days. Additionally, we offer all educators the flexibility to work 0.8FTE or 1.0FTE and aim for our class ratios to be at 1:12, to support teachers to appropriately track, plan for and mentor individual students.

### **What we are looking for:**

**You have experience working with a diverse range of children.** You have experience or a desire to teach in a setting that honours the competence and independence of all children. You understand that all children have individual differences and interests. You can demonstrate your ability to cater for a range of learning differences including disability, giftedness and/or trauma. You inherently believe that ALL children can learn and grow.

**You are a creative curriculum designer.** You leverage student interests, real-world problems, and professional tools/experts to design engaging interdisciplinary projects that drive student learning. You can demonstrate a deep understanding of progressive, inquiry-based education and your role in the design process. You know you are responsible for student engagement and can flex your plans, thoughts, ideas and structures, to constantly ensure children are engaged and connected to the purpose of their learning. You are also comfortable asking colleagues for support and providing support to them when needed.

**You are committed to social justice and equity.** You see opportunities all around you to leverage conversations about community and identity. You actively seek to create equitable learning spaces that remove barriers for learning and engagement, and you ensure everyone feels like a valued member of the community.

**You are an excellent communicator.** You communicate effectively with students, parents, and co-workers. You actively listen and ask probing questions. You can clearly communicate a student's learning journey and next steps. You know how to be candid and kind at the same time. You can hold students and colleagues accountable and be supportive at the same time.

**You have a strong sense of empathy and are driven to be a positive mentor.** You put yourself in the shoes of students or parents, and communicate in a way that values their lived experience. You sensitively work with individual children and their families, and you establish meaningful and caring relationships. You understand that relationships take time to truly flourish and you enjoy finding ways to connect with young people to demonstrate genuine care and interest.

**You are a project manager.** You have a strong work ethic and are able to help students pace out projects and create accountability structures that help them reach their goals. You are organised and can manage your own time. You can use technology to document and support project management and communicate effectively with colleagues regarding student progress.

**You are comfortable with ambiguity.** You are intellectually curious and have a strong sense of agency. You are comfortable not always having or knowing the answers. You are adaptive and can cope with boundaries, rules and processes that may need to adapt to suit individual students, particular circumstances or school-wide initiatives. Your adaptability supports your ability to be creative, challenge, continually evolve and improve, and whilst ambiguity may feel a little uncomfortable at times, it certainly is not a barrier to you or your thinking.

**You are a great collaborator with both students and adults.** You enlist your problem-solving and communication skills, sprinkling in your high EQ and fun personality, to build strong relationships. You know the importance of leveraging divergent viewpoints for the improvement of our collective work. You hold your colleagues and students accountable, and you are receptive and humble when they hold you accountable.

**You are a lifelong learner.** You have a growth mindset and you pick up new ideas quickly and think critically. You are curious and deeply committed to learning and growing. You are interested in participating and leading action-based research projects as part of your professional development and ongoing improvement, whether that be within a classroom or a whole-school or system-wide initiative. You are also reflective and active in co-determining your areas for professional growth, and you participate in feedback sessions that identify professional learning areas that you may not have considered. You participate in training that supports your goals and you may deliver professional learning to your peers in areas of expertise, special interest or to share findings from a recent professional activity.

**You are a leader and team player.** You are confident to manage large and small groups of children and can “read the room” to make and follow-through on decisions that support colleagues, students and their engagement, positive community-focused behaviours and community cohesion. You notice when things don’t look right or when a process should be developed and implemented. You don’t wait around for others to tell you what to do, or blame people when things are not done or are unclear. You check in, find the information you need, collaborate, design, and do what is necessary to positively support the school and its community.

We encourage interested educators to apply soon or to get in touch with any questions you may have. We are open to online video interviews in the early stages of our recruitment process and are also happy to arrange school tours (including virtual) for applicants.

### **International Applicants:**

We are open to hiring educators who are currently living abroad, provided you can meet Australia's strict visa requirements i.e. age and skilled qualification. As we are regionally located, there are visas that can support people who wish to come to Tasmania. Whilst we can support certain aspects of an application, this would be a process you initiate and manage. We will only consider applications from international candidates who can evidence their experience working in similar, progressive and/or democratic educational settings.

### Contact person for these positions:

Please email Co-Principal, Rosy Keen, with any questions you may have:  
[rosy@peregrine.tas.edu.au](mailto:rosy@peregrine.tas.edu.au)

### Application procedure:

To apply for one of these positions, please complete our online [application form](#)

**Applications close on November 10.**