POSITION DESCRIPTION

COLLEGE CHAPLIAN

ABOUT THE COLLEGE

Victory Christian College is a Prep to Year Twelve College, which caters for individual needs and interests within a caring and disciplined environment. We provide a strong academic and diverse curriculum, which engages students and challenges them to achieve their best. At Victory, students are encouraged to develop a personal relationship with God and to understand that through this relationship, they have a life filled with purpose and promise.

Victory Christian College is a Christian organisation. It exists to advance the Christian religion through the provision of education and religious instruction, in a Christ centred environment in which the spiritual, academic, social and physical development of the individual can be fostered in harmony with the home and the church community.

We believe that the Bible, comprising the Scriptures in the Old Testament and New Testament, teaches the truth about essential beliefs of the Christian faith including who God is, who Humanity is, what the Gospel is and what response God requires from his people.

We believe that the ultimate meaning and purpose of life rests in Jesus Christ and His work on the cross. The College is a beacon of hope, built upon the foundation of the redeeming love of God through Jesus Christ.

The College plays an important role in the formation of students, at the invitation of their parents - in leading and nurturing them, spirit, mind and body, to lay hold of their unique purpose and potential in God's world, and to equip them for a life of fulfilment and significance. It is the aim of the College that graduating students will be transformational in their future callings and vocations.

The College is dedicated to continuous improvement and maintaining a high achieving learning environment. An expert and passionate staff implement a rigorous engaging curriculum, which enables and equips students to achieve academic success.

The well-resourced workplace at Victory has a strong and supportive team ethos. It allows staff to flourish professionally and personally and is characterised by encouragement, challenge and acceptance of the individual.

Our staff members share the College vision and are encouraged to continuously develop their own professional skills and faith, thereby being equipped to facilitate students' learning and personal growth.

COLLEGE VISION

Victory Christian College is committed to sharing Christ's love and pursuing academic excellence in a dynamic community, which fosters creativity and personal success.

Victory Christian College builds leadership, hope, compassion and self-discipline through a safe and nurturing environment.

CHILD SAFE STANDARDS

VCC is committed to creating and maintaining a child-safe and child-friendly environment, where children and young people are safe and feel safe. It is vital that we are diligent ambassadors for child safety as an expression of our Christian values and ethos.

Our approach to child safety, including our specific legal obligations, are detailed in our Child Safety and Child Protection Policies. All are available on the College Website:

https://www.vcc.vic.edu.au/policies-and-publications

POSITION DETAILS

College Chaplain

The Role

The Chaplain at Victory Christian College is a person who is committed to enhancing the understanding of, and faith in, Jesus Christ; His life, values and teachings, to members of the College community. The Chaplain will contribute to a supportive, safe, inclusive and caring learning environment within the College, and will support the spiritual, social and emotional wellbeing of students.

Key Responsibilities

The Chaplain shall:

- Provide support and pastoral care for students. This will include:
  - Friendship issues, conflict resolution, mediation and bullying
  - Advice on dealing with family issues, grief, stress, personal and emotional challenges, etc
  - Faith questions and enquiry
  - Praying with students
  - Encouragement and motivation
  - Self-esteem and body image issues
  - Referrals to appropriate support services as required
  - Contact with parents as required
- Seek advice/refer 'high-end' cases to the Senior Chaplain or College Counsellor. This will include the issues of domestic violence, child protection, criminal activity, substance use and/or distribution, violence and any other issues where people are at significant risk.
- Actively seek opportunities to connect informally with students during recess and lunch times, camps and excursions. On campus, utilising areas of the College such as break-out spaces, ovals, canteen line-up and libraries to engage with the students.
- Provide opportunities for students to develop and explore their faith, including prayer groups and discussion groups.
- Actively engage with other members of the Chaplaincy and Wellbeing Team.
- Conduct programs to help students develop social skills, conflict resolution, self-esteem, stress management, harm prevention, cybersafety, etc. as relevant and needed.
- Organise and run the weekly school Chapel services, in cooperation with the Senior Chaplain.
- Attend meetings with, and encourage the work of, the Student Chaplains.
- Promote the College's values through Chapel services, College newsletters, meetings with students, staff meetings, etc.
- Attend College camps and excursions and participate in major College events.
- Receive guidance and oversight from the Senior Chaplain.
- Other key responsibilities as required by the College Principal and Deputy Principals.

CAMPUS PLACEMENT

The position is based across both our Strathdale and Epsom campuses

REMUNERATION

Time Fraction: Preferred full-time, however negotiable 0.8 - 1.0 EFT

Victory Christian College is a respondent to the *Educational Services (Schools) General Staff Award 2020* plus 12% Employer Superannuation contributions and other entitlements as listed under this Award. **Support staff salaries are paid at 10% above Award rates.** Staff may salary sacrifice additional Superannuation.

Award Classification Range: Level 5.1 $73,315 – Level 6.2 $84,988, dependant on qualifications and experience.

COMMENCEMENT DATE

Thursday 21st January, 2027

APPLICATION PROCESS

Applicants are asked to submit the following:

1. Please submit the following via email (careers@vcc.vic.edu.au):
    - Letter of introduction
    - Current Curriculum Vitae
    - The email and telephone contact details of four referees (two professional, two personal)
    - Response to the following Key Selection Criteria
    - Signed Child Safety Code of Conduct Declaration
    - Proof of Working with Children check clearance
2. Complete the Application Form in Google Forms: Click here to access the Application Form

KEY SELECTION CRITERIA

1. Experience providing pastoral care and wellbeing support to children and young people, fostering positive and supportive relationships.
2. Strong interpersonal and communication skills, enabling effective engagement with students, families, staff, and external stakeholders.
3. Experience facilitating spiritual formation and wellbeing initiatives, including mentoring, group programs, discussions, and Chapel services.
4. Sound understanding of student wellbeing, child safety requirements, professional boundaries, and appropriate referral pathways.
5. Well-developed organisational and teamwork skills, with a collaborative approach to supporting College programs, events, and student wellbeing outcomes.
6. A relational and approachable manner, with a demonstrated capacity to engage students in both formal and informal settings and encourage their spiritual, social, and emotional growth.
7. Demonstrated Christian faith and high level commitment to the vision, Christian ethos and values of Victory Christian College.

APPLICATION SUBMISSION

Applications close **Monday 16th November, 2026 at 9.00am.**
Applications to be emailed to careers@vcc.vic.edu.au

INTERVIEWS

Shortlisted applicants will be invited to attend an interview.

INFORMATION RELEVANT TO THE ROLE

Please read these documents before submitting your application:

- Conditions of Employment
- Victory Christian College Statement of Faith