

DIOCESE
OF
BALLARAT
CATHOLIC
EDUCATION
LIMITED



CATHOLIC EDUCATION BALLARAT



PRIMARY PRINCIPAL

St Aloysius' Primary School
Redan (Ballarat)



Applications close:

Commencement: January 2027



Enquiries can be
directed to:

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WELCOME



from our Executive Director

It is my pleasure to invite applications for the position of Principal at St Aloysius' Primary School Redan, a welcoming and inclusive Catholic learning community where faith, learning and wellbeing are deeply interconnected. Grounded in the belief that every child is known, valued and supported, St Aloysius' has built a strong reputation for nurturing confident learners and fostering meaningful partnerships with families and the wider community.

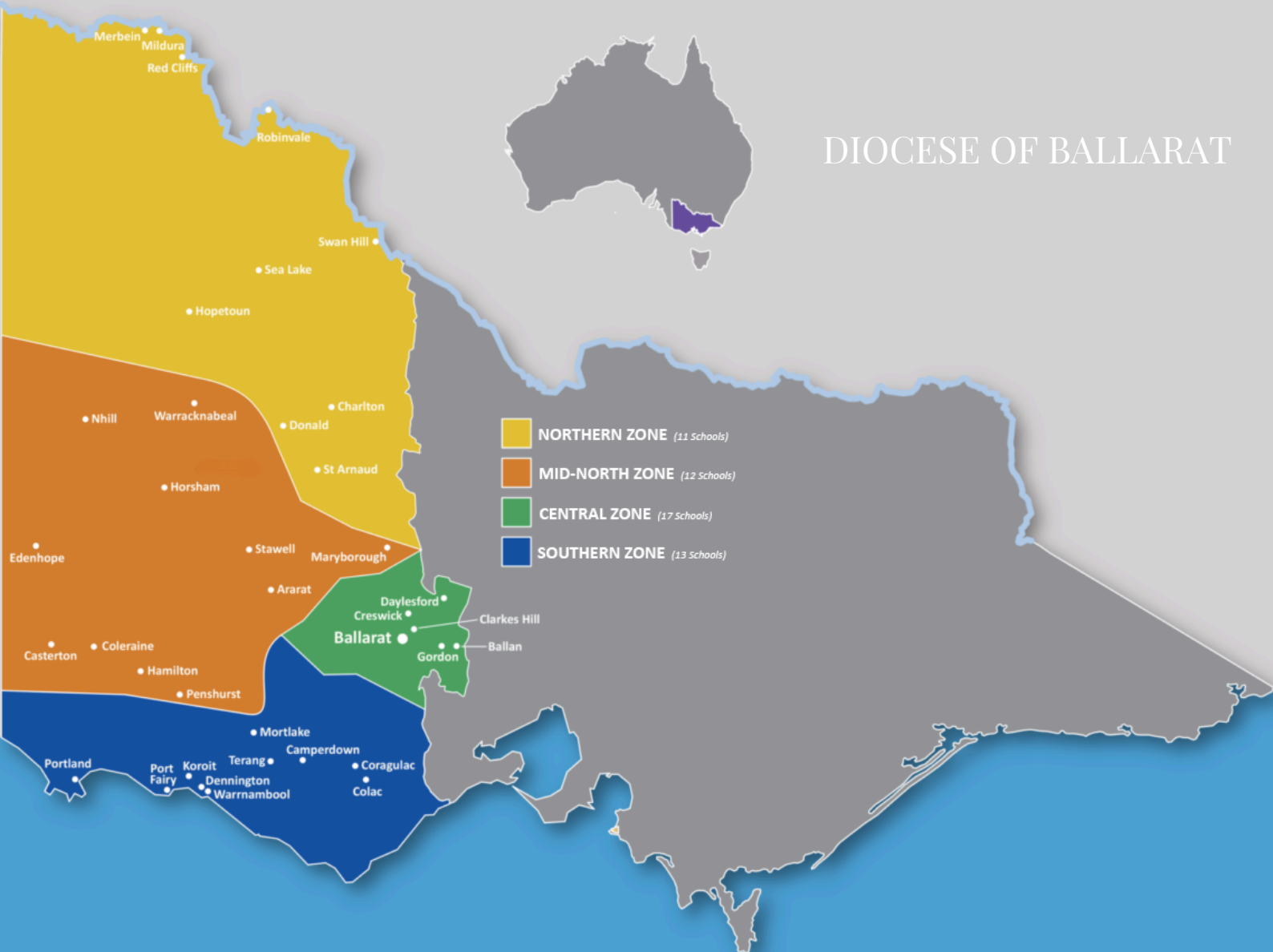
As Principal, you will lead a community that is committed to pursuing fullness of life for all. This is an opportunity to inspire students, staff and families through a leadership approach that is authentically Catholic, relational and future-focused, ensuring every learner is empowered to thrive academically, socially, emotionally and spiritually.

St Aloysius' combines a strong sense of community with a commitment to contemporary learning and continuous improvement. Supported by dedicated staff, engaged families and modern learning environments, you will build on the school's strengths while guiding the next stage of its growth and development.

Guided by the aspirations of DOBCEL Strategy 2035, you will provide leadership that strengthens Catholic Identity, cultivates a culture of excellence and belonging, and ensures the school continues to respond to the needs of students in a changing world.

We are seeking a faith-filled and visionary leader who values collaboration, champions student wellbeing and is passionate about creating opportunities for every learner to succeed. If you are inspired by the opportunity to lead a thriving Catholic community where relationships matter and every person is encouraged to flourish, we encourage you to consider this rewarding leadership opportunity.

Tom Sexton



About Us

Catholic Education Ballarat is the governing authority for 56 Catholic primary and secondary schools and supports 6 Diocesan secondary colleges across Western Victoria. Guided by our vision, “As partners in Catholic education and open to God’s presence, we pursue fullness of life for all,” we are committed to providing exceptional learning, wellbeing and faith formation opportunities for every student.

Through DOBCEL Strategy 2035, we are shaping a high-performing system of Catholic schools grounded in Catholic identity and inspired by collaboration, belonging, community, excellence in learning and sustainable stewardship. Together with our schools, families, parishes and communities, we strive to create environments where every learner can flourish and reach their full potential.

Catholic Education Ballarat is committed to the safety, wellbeing and protection of all children and young people. We are an equal opportunity employer that values diversity, inclusion and a workforce reflective of the communities we serve.

Pursuing fullness of life for all

DOBCEL STRATEGY 2035

Our vision: As partners in Catholic education and open to God's presence, we pursue fullness of life for all.

Deeper
Collaboration

Networked
Local Innovation

Collective Autonomy
and Agency

STRATEGIC PILLARS

Change
Forces



COLLABORATIVE
CULTURES



ENGAGEMENT AND
BELONGING



SCHOOL AS
COMMUNITY



RICH PEDAGOGICAL PRACTICES
FOR DEEPER LEARNING
AND WELLBEING



SUSTAINABLE
STEWARDSHIP

OUR CATHOLIC IDENTITY

A High
Performing
System of
Catholic Schools

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For more information and to find the full
DOBCEL Strategy 2035 document scan
the QR Code or visit dobcel.catholic.edu.au



Strategy 2035

DOBCEL Strategy 2035 provides the long-term direction for Catholic education across the Diocese of Ballarat. Grounded in Catholic Identity and our vision of pursuing fullness of life for all, the strategy responds to changing educational, social, environmental and technological contexts while seeking to improve learning, wellbeing and equity outcomes for all students.

The strategy is centred on five pillars:

- Collaborative Cultures
- Engagement and Belonging
- School as Community
- Rich Pedagogical Practices for Deeper Learning and Wellbeing
- Sustainable Stewardship

These pillars are enabled through deeper collaboration, networked local innovation, and collective autonomy and agency, ensuring Catholic education remains responsive, sustainable and focused on the needs of current and future generations.



Ballarat

Ballarat is one of Victoria's largest regional cities, offering the perfect balance of career opportunity, connectivity and lifestyle. Located just over an hour from Melbourne, the city combines the conveniences of a major regional centre with the warmth and accessibility of a close-knit community.

Renowned for its rich history, thriving arts and cultural scene, excellent healthcare and education sectors, and growing economy, Ballarat continues to attract families and professionals seeking a high quality of life. The city offers a diverse range of housing options, vibrant cafés and restaurants, extensive sporting and recreational facilities, and easy access to natural attractions including Lake Wendouree, the Ballarat Botanical Gardens and nearby state forests.

As a regional education hub, Ballarat is home to a broad range of educational opportunities and a strong commitment to learning and community development. Its welcoming spirit, strong sense of connection and family-friendly lifestyle make it an attractive place to live, work and lead.

For school leaders, Ballarat offers the unique opportunity to make a meaningful impact within a growing and dynamic community while enjoying the benefits of a regional lifestyle with metropolitan accessibility.

For more information on what Ballarat has to offer, click [here](#).



St. Aloysius Primary School, Redan – At a glance

St Aloysius' Primary School Redan is a welcoming Catholic learning community committed to helping every student flourish academically, socially, emotionally and spiritually. Guided by its vision, "As partners in Catholic Education, and open to God's presence, we pursue fullness of life for all," the school places students at the centre of learning and works in close partnership with families to support each child's growth and development.

Located in Ballarat, St Aloysius' educates approximately 262 students from Foundation to Year 6 and provides a comprehensive education in the Catholic tradition. The school combines a strong focus on Literacy and Numeracy with specialist programs in Physical Education, Japanese, Performing Arts and STEAM, creating engaging and contemporary learning experiences for all students.

Student wellbeing is a key priority, supported through dedicated pastoral care, wellbeing initiatives and a culture of inclusion and belonging. Significant investment in modern learning environments has further strengthened the school's capacity to deliver innovative and collaborative learning opportunities.

Supported by dedicated staff, engaged families and an active parent community, St Aloysius' continues to build on its strong reputation as a faith-filled school where every learner is known, valued and empowered to reach their full potential.

APPLICATION PROCEDURE

Applications for Principalship are to be submitted online, **by midday 20th November 2026**, through the DOBCEL website via PageUp and must include:

- Cover Letter
- Professional Curriculum Vitae including full employment history and positions of leadership (maximum of 3 pages)
- Response to the key selection criteria (maximum 4 pages)

References:

- Each applicant must provide a minimum of two (2) professional referees using the DOBCEL [Principal Referee Assessment Form](#)
- Provide one (1) Priest referee using the [DOBCEL Priest Referee Form](#)

Referees must submit their references by email to employment@dobcel.catholic.edu.au

01 SELECTION AND APPOINTMENT

The selection and appointment of a Principal is conducted in accordance with DOBCEL policy and the Victorian Catholic Education Multi-Employer Agreement.

The Executive Director of Catholic Education Ballarat, in consultation with the Bishop of Ballarat, is the responsible party in the matter of selection and appointment of Principals in schools other than those owned by religious orders.

All proceedings of the selection panel shall be strictly confidential, and no information gained from applicants shall be divulged to any person or organisation outside the selection panel.

02 SUITABILITY AND ELIGIBILITY

All applications will be reviewed for suitability by the Executive Director of Catholic Education Ballarat and the Bishop of Ballarat prior to eligibility for selection for interview by the panel.

This review includes, but is not limited to the assessment of the applicant's:

- demonstrated skills and experience outlined in the Curriculum Vitae;
- personal alignment to the requirements of the Principal role as outlined in the role description;
- response to the key selection criteria for demonstrable knowledge, skills and experience;
- responses from the Principal Referee Assessment Forms.

03 PRINCIPAL SELECTION PANEL

The selection panel may comprise the following people, subject to availability:

- the Parish Priest or selected nominee;
- a nominee of the Executive Director of Catholic Education Ballarat;
- the Chair of the School Advisory Council or another member of the local community;
- an experienced Principal.

04 REFERENCES

Referees must include:

- a) The PARISH PRIEST of the parish in which you worship;
- b) Two PROFESSIONAL COLLEAGUES; a person in a position of leadership with direct accountability for your role.

Applicants will provide the Referee Assessment Forms to their nominated referees and ask them to complete and submit by the closing date. In addition to the references supplied, if the panel needs to contact other relevant people this will be discussed with the applicant.

In seeking referee information, confidentiality and sensitivity to the circumstances of the applicant are carefully observed.

05 CONTRACTS, TERMS AND CONDITIONS

- Each Catholic Primary School Principalship is a contract position as outlined in the current Victorian Catholic Education Multi Employer Agreement.
- The usual contract periods will be an initial contract of seven (7) years followed by the possibility of further contract periods of five (5) years. Further contracts are at the sole discretion of the Executive Director, following a diocesan process of review and appraisal prior to each negotiation of a new contract.
- In accepting a Principalship within the Ballarat Diocese the Principal agrees to participate fully in the Ballarat Diocesan Principal Induction Program and performance review processes.



FAITH. BELONGING.
LEARNING.
FULLNESS OF LIFE.

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