

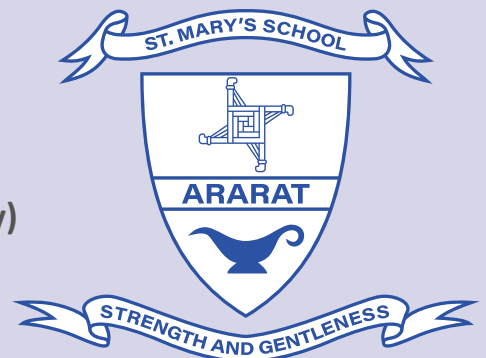


PRIMARY PRINCIPAL

St Mary's Primary School Ararat



Applications close: 20 November 2026, 12pm (Midday)
Commencement: January 2027



Enquiries can be
directed to:

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WELCOME



from our Executive Director

It is my pleasure to welcome you to the opportunity to lead St Mary's Primary School, Ararat, a school deeply connected to its Catholic traditions, Brigidine heritage and the community it serves. As Principal, you will build upon the school's strong foundations while shaping the next chapter of learning, faith and growth for students, staff and families.

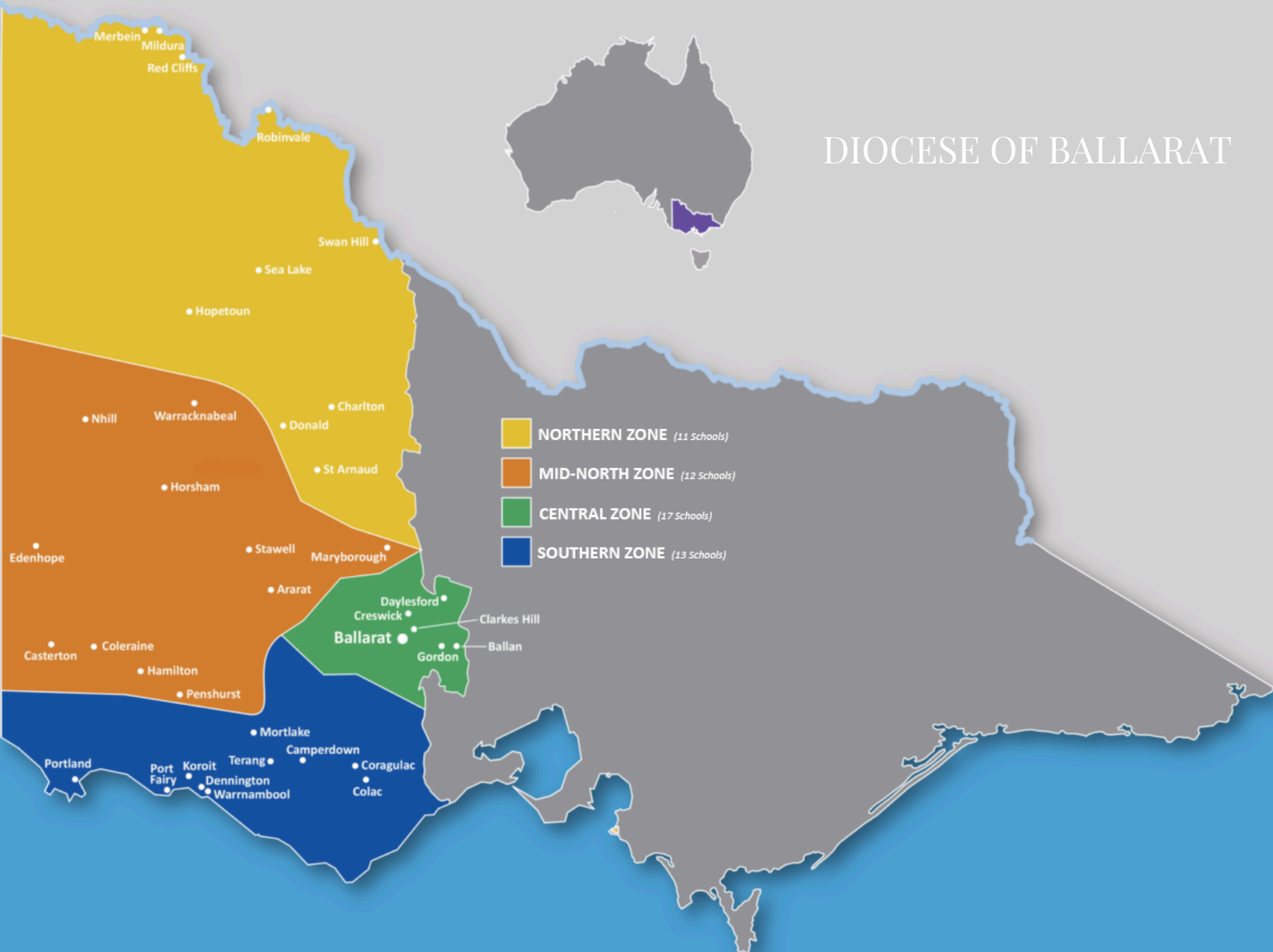
More than a leadership position, this is an opportunity to lead a thriving Catholic learning community committed to learning for all, fairness for all and compassion for all. Guided by the Gospel, St Mary's places faith, learning and belonging at the heart of every student's experience.

Working in partnership with students, families, staff, parish and the wider community, you will foster a culture of excellence, inclusion and authentic relationships while ensuring every student is supported to achieve their full potential.

Guided by the aspirations of DOBCEL Strategy 2035, you will provide faith-filled and strategic leadership that strengthens Catholic Identity, nurtures continuous improvement and enables all members of the community to flourish.

We are seeking an inspirational Catholic leader who brings vision, authenticity and a commitment to educational excellence. If you are passionate about empowering young people, building strong communities and leading with faith and purpose, we invite 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

DIOCESE
OF
BALLARAT
CATHOLIC
EDUCATION
LIMITED



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.



Ararat

Ararat is a vibrant regional city in the heart of Victoria's west, renowned for its rich heritage, strong community spirit and exceptional quality of life.

Ideally positioned between Melbourne, Ballarat and the Grampians, Ararat offers the benefits of regional living while maintaining strong connections to major centres and renowned natural attractions. The region combines the charm of a historic rural city with the convenience of contemporary services, amenities and infrastructure.

Known for its welcoming and family-oriented culture, Ararat provides access to quality education, healthcare, sporting facilities and recreational opportunities. Residents enjoy a connected and supportive community, affordable living and an outstanding regional lifestyle.

With its strong sense of belonging, civic pride and commitment to growth, Ararat presents an attractive destination for educational leaders seeking to make a meaningful impact both professionally and personally.

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



St. Mary's Primary School, Ararat – At a glance

St Mary's Primary School, Ararat has a proud history of providing Catholic education within the Brigidine tradition, guided by the Gospel and committed to learning, fairness and compassion for all. The school places students at the centre of learning, fostering academic growth, wellbeing and faith development through strong partnerships between school, family and parish.

With enrolments projected to increase from 114 students in 2026 to 120 students in 2027, St Mary's offers a welcoming and personalised learning environment across six classes: two junior classes (F/1 and 1/2), two middle classes (3/4 and 3/4), and two senior classes (5/6 and 5/6). Teaching and learning are delivered through a Learning Community Model, underpinned by Explicit Direct Instruction (EDI) to support consistent, evidence-based practice and strong student outcomes.

The school is supported by a dedicated team of 11 teachers, 5 Learning Support Officers, a Finance Manager and an Administration Officer, all committed to helping every student thrive. Students benefit from a broad curriculum that includes specialist programs in Visual Arts, Science, Digital Technologies, Chinese and Physical Education, alongside targeted interventions in literacy, speech and social-emotional learning that support the diverse needs of learners.

Reflecting its commitment to continuous improvement and contemporary learning environments, St Mary's completed a significant refurbishment in 2025, enhancing its facilities and providing modern, engaging spaces that support both student learning and staff collaboration.

Building on its rich traditions while embracing innovation, St Mary's remains committed to creating an inclusive community where every student is known, valued and empowered to flourish academically, spiritually and personally.

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.



LEARNING FOR ALL,
FAIRNESS FOR ALL,
COMPASSION FOR
ALL

DIOCESE
OF
BALLARAT
CATHOLIC
EDUCATION
LIMITED



CATHOLIC EDUCATION BALLARAT

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