



SCOTCH
COLLEGE
ADELAIDE



DEPUTY PRINCIPAL
Recruitment Package



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Introduction



Thank you for your interest in the role of Deputy Principal at Scotch College Adelaide. I am excited for the opportunity to welcome a forward-thinking leader to join our ambitious learning community in 2026, someone who is committed to knowing, nurturing and challenging all within our care at this exceptional school.

Scotch is one of the country's most respected independent schools, with over a century of commitment to creating extraordinary educational experiences and opportunities for young people in South Australia. We are a diverse community of learners, educators, Old Collegians and families that take pride in how we honour the real tradition of our school – how we do all that we can to best prepare our students for their lives beyond our gates.

Our Deputy Principal is central to us realising our vision both across our multi-campus College and through attention to our Torrens Park secondary school. You will shape and drive the implementation of strategy, weave threads through learning and wellbeing life, lead a passionate staff, and shape the breadth and impact of our co-curricular programs. You will be prominent as a figurehead in our community, you will be someone who wants to be shaped by our culture and play your own part in shaping us across the years ahead.

We will farewell our incumbent Deputy Principal, Emma Grave, with both sadness and celebration (and a little bit of pride) as she embarks on her next chapter as the Principal of Scots PGC in Queensland. I am looking forward to welcoming a visionary educator who brings their own authenticity and expertise to leading the future of Scotch in 2026.

I look forward to the chance to speak with you.

Trent Driver
Principal





Who we are

Scotch College Adelaide was founded in 1919 as a memorial for a community recovering from World War One. In 2025 it is a thriving community of over 1300 students from ELC through to Year 12 across two campuses, approximately ten minutes from the CBD in Torrens Park in the southern suburbs of Adelaide.

Scotch is governed by an independent Council of Governors that includes the Moderator of the Uniting Church of South Australia, acknowledging our alignment and relationship with the Uniting Church. In concert with the Senior Leadership Team, our Governors' drive to realise our strategic vision to empower young people to transform their worlds ensures that we are ambitious and innovative both as a world-class educational institution and a complex organisation.

Our College community is diverse and highly connected. Our students are supported by approximately 290 tenured educational and professional services staff. We are home to over 100 boarders, coming from across South Australia, interstate and South East Asia. Among them are a significant group of indigenous scholars from rural and remote communities across the country. With over 13,000 Old Collegians, Scotch treasures its connections with its alumni who play a pivotal role in connecting our students with their future.

Our Deputy Principal is not the leader of a campus or stage, nor just a place or a program, but a leader of a complex organisation and a passionate community.



What we do

All we do at Scotch is underwritten by our **Strategic Intent**, the framework that informs our vision for the College for now and the years to come. Underpinning that are our values that both inspire us and make us accountable to the heart of our traditions on each day and at a strategic and operational level – *Courage, Integrity, Inclusivity* and *A Commitment to Tomorrow*.

We pride ourselves on the breadth and the rigour of our academic programs across all stages of learning. As a proudly non-selective school our core and elective programs support diverse pathways and support students to achieve extraordinary things. Nationally, we are a lead partner with the University of Melbourne's New Metrics research, redefining assessment and credentialling. We are provoking questions nationally as to what the emerging pedagogies of generative AI will do to create deep learning.

Wellbeing is at our core, with the Purrunna Spencer Newton Centre being its lighthouse. A recognised leader nationally in this space, our evidence-informed programs are embedded into our students' lives to foster their sophisticated understanding of themselves.

We recognise that learning is not just the domain of classrooms and assessments. Our rich sporting, performing arts, oratory, service and student leadership programs are as much a part of our fabric as Mathematics and English. The College has a rich tradition in outdoor education, with the 3500ha Argadells property in the Flinders Ranges anchoring our commitment to helping young people build the skills of comfort with challenge.

We prioritise our partnerships with people and places. As a founding member of the Global Alliance of Innovative Learning (GAIL) we recognise that we are a local school with a responsibility for impactful global connections. We value our partnerships with universities, opening bespoke pathways and driving research-informed practice. We are connected with community, environmental, non-profit and First Nations groups throughout South Australia to support their work and show our students what is possible. We are ambitious for the professional development of staff, and our partnerships with academics and organisations that drive next-practice thinking inspire us.





Torrens Park Campus



Our Deputy Principal will oversee the implementation of both strategy and operations on the Torrens Park Campus, home to Year 7 to Year 12 and to the Rosevear Boarding House, as part of their role.

Our Middle School structure supports students from Year 7 as they transition on to the campus, through to their signature Year 9 experiences. Overseen by the Head of Middle School, our Year 7 students are guided by a team of specialist mentors and a Year 7 Coordinator, who together manage their pastoral care and progress. As students progress into Year 8 they move into our House system, where their welfare is guided by our Heads of House. In Year 9 they complete our 9@Scotch program, an interdisciplinary service, critical thinking, entrepreneurship and independent outdoor education experience.

Our Senior School supports students as they begin to define their pathways for their futures. Overseen by the Head of Senior School, the interweaving of curriculum and wellbeing structures is designed to help them achieve growth in all areas of their life at school, and developmentally support them in building skills of independence and embed the elements of character we value here.

The College delivers an academic program built on the Australian Curriculum that leads to the South Australian Certificate of Education (SACE) credential. Based on a liberal educational tradition, both its core and elective components honour the specificity of discipline and drive connected learning. The College fosters rigour at all levels, irrespective of pathway. The results of our graduating cohorts are of real pride, and our indicator of our success.

There is breadth to a cocurricular life that prioritises engagement of all and a celebration of performance. Our sporting programs are a compulsory part of school life across both summer and winter, supporting the development of students as athletes and members of teams. Our performing arts programs across music, drama, dance and musical theatre produce events of exceptional quality and are highly prized in our community. There is a rich culture of oratory and critical thinking, of service engagement and a breadth of specialist activities including film, podcasting and esports. The College supports a rich program of trips and tours to broaden student experience.

The 14 hectare campus is also home to the College Farm, which supports a unique agricultural program that introduces students to the land in Year 8, fosters a team that presents stock and cattle at the Royal Adelaide Show each year, progressing through to Stage 2 SACE academic programs.



Senior Leadership Team



Trent Driver

PRINCIPAL



You

DEPUTY PRINCIPAL



Ieva Hampson

HEAD OF MITCHAM
CAMPUS



Shawn Kasbergen

HEAD OF STUDENTS AND
WELLBEING



Mark Goreham

HEAD OF TEACHING &
LEARNING



Sam Macmillan

CHIEF OPERATING
OFFICER



Melissa Ciplys

DIRECTOR OF PEOPLE
AND CULTURE



Rob Lee

DIRECTOR OF
INFORMATION &
INNOVATION



Natalie Felkl

DIRECTOR OF
COMMUNITY &
MARKETING



Rebecca Healy

DIRECTOR OF
PHILANTHROPY



The Role

The Deputy Principal provides quality leadership to Scotch College and its community by imagining, shaping and realising the school's strategic intentions in its operations from ELC to Year 12. With leadership and oversight of the Torrens Park Campus (7-12), the Deputy Principal is entrusted with the continuous growth and sustainability of the outcomes of an exceptional educational environment.

Reporting to and working closely with the Principal and CEO, the Deputy Principal has delegated authority for the College in his absence. A member of governance groups and committees, the Deputy Principal is a key member of a flat and highly collaborative Senior Leadership Team (SLT) and will lead a range of organisational teams and functions.

As a highly visible leader within our community and beyond, the Deputy Principal brings exceptional standards of professionalism and integrity to leading a values-driven culture grounded in relational trust. Demonstrated skills as an educator and educational leader, capacity to oversee risk and compliance in a complex environment, an ability to build authentic relationships on every level, and a restless pursuit of quality in all that schools deliver underpin this role.



Position Description

1. Leading with impact

- Shape, articulate, support and deliver on the strategic intent of Scotch College
- Imagine, develop and realise educational systems and cultures that foster exceptional outcomes for students
- Model the values and behaviours that inspire quality professional practice in others
- Actively participate in and contribute to the effective governance of Scotch College
- Be a figurehead in the diverse life of College
- Ensure alignment in the operational delivery of academic, co-curricular, wellbeing, service learning and global education programs with the vision of College

2. Leading the Torrens Park Campus (7-12)

- Lead and manage the operations of the Torrens Park Campus including:
 - a) approvals for events in the College Calendar
 - b) whole campus activities including assemblies, College student events, annual celebrations, and prize giving
 - c) policy and compliance requirements for the Torrens Park Campus
 - d) the College's approach to co-curricular programs and activities
- Oversight of the Rosevear Boarding House and its practices, policies and community.
- Oversight of campus budgets and resourcing requirements

3. Leading student outcomes

- Assuming the role of Child Protection Officer for the College
- Promote and shape an inclusive and engaged culture of learning and respect among all in the College community

- Lead and manage student leadership structures and processes
- Imagine and implement practices and programs that foster academic, wellbeing and co-curricular growth in our students
- In collaboration with the Head of Students and Wellbeing, resolve escalated welfare or behavioural issues as required

4. Leading an inclusive community

- Communicate effectively with current and prospective students and families, staff and the wider College community
- With the Director of Admissions lead processes and programs to shape, sustain and transition enrolments into the College
- Be an active presence in the broad life of the College including community events, co-curricular activities, functions and promotional activities
- Represent the College as an active member of broader educational communities and professional associations
- Work collaboratively with parent and stakeholder groups across the College

5. Leading others

- Lead and manage middle leaders and teams responsible for translating strategy into action
- Be active in the recruitment, induction and appraisal processes for staff in the secondary school
- Imagine and implement approaches to professionally developing the capacity of staff at all levels
- Provide active feedback loops for staff regarding performance and development

6. Lead a safe environment

- Role model and lead practices that prioritise the welfare, safety and wellbeing of self and others



Selection Criteria

KEY SELECTION CRITERIA

- A proven record as an accomplished teacher and outstanding educator
- A record of success in a senior leadership and management role that demonstrates the capacity to translate strategic plans and thinking into operational plans and priorities
- A proven ability to develop and maintain authentic and effective relationships with students, staff and parents from diverse backgrounds
- The ability to listen and communicate effectively across all contexts of a school community to achieve shared outcomes
- An ability to articulate and realise an ambitious contemporary educational vision across a diverse community
- A level of professionalism, personal commitment and resilience to achieve success in an executive role with broad dimensions and accountabilities across flexible hours
- A high degree of professional judgement and confidentiality
- A knowledge of risk, compliance, budgetary and financial management principles
- A personal commitment to lifelong learning

QUALIFICATIONS

- Qualifications that ensure registration as a teacher in South Australia, consistent with the requirements of the Teachers Registration Board of SA
- Postgraduate qualifications in education, leadership or a related discipline (desirable)

CONDITIONS OF EMPLOYMENT

1. All applicants must be eligible to work in Australia
2. All staff must satisfy child protection screening and adhere to Scotch's Child Protection policy and procedures
3. Preparedness to work flexible hours to lead the College's various activities as required, recognising that the College's operations are diverse and frequently occur outside traditional work hours





Applying to Us

APPLICATION INSTRUCTIONS

Applications close 8am 6 February 2026

Applications should include a Cover Letter and CV in one PDF document. Your CV should include:

- Contact details of three professional referees who can speak to your leadership, one of whom is the Principal of your current school. (Please note, candidates will be advised prior to contact with referees).
- A statement confirming that there are no matters that could affect your eligibility or the College's confidence in appointing you to a senior leadership role.

To apply, visit futureleadership.com.au and navigate to 'Opportunities', or [click here](#). Please quote reference **SCAdep1225** and address your cover letter and resume to Liz Jones and Kirsti Hitz-Morton at Future Leadership™.

You will receive an email confirming receipt of your application.

For enquiries, contact Liz Jones or Kirsti Hitz-Morton on 1300 347 437.

Please note: The College reserves the right to commence interviews or close applications prior to 6 February 2026.



Living and Working in Adelaide

From coastline to wine country, Adelaide offers an exceptional lifestyle —vibrant, accessible and perfectly suited to leaders who value balance and community.

CULTURE AND CONNECTION: As Australia's festival capital, Adelaide celebrates creativity year-round. The Adelaide Festival, Fringe, and WOMADelaide attract international talent and energy to the city, while the Art Gallery of South Australia, Adelaide Symphony Orchestra, and Her Majesty's Theatre offer cultural depth year round. The city's laneways and small bars create a relaxed, social atmosphere that's easy to enjoy and hard to leave.

A CITY BUILT FOR LIVING: Consistently ranked amongst Australia's most 'liveable' cities, Adelaide's short commutes, accessible amenities and affordable housing make daily life simpler. The city's 20–30 minute reach from most suburbs means more time to enjoy what you love. The Central Market, Linear Park Trail, and Botanic Gardens are just some of the everyday spaces where people connect with the rhythm of the city.

BEACHES, HILLS AND WINE COUNTRY: Within 30 minutes, you can be swimming at Glenelg or Brighton Beach, hiking in the Adelaide Hills, or exploring world-class wine regions such as McLaren Vale, Adelaide Hills and the Barossa Valley. A mild Mediterranean climate brings warm summers, mild winters, and plenty of outdoor living.

FAMILY AND COMMUNITY: Adelaide is an ideal location to balance your rewarding career with family life. Featuring green parklands on your doorstep, nature playgrounds and walks, cycling tracks and family friendly dining options, Adelaide is well known for its strong sense of community and connection.

SCOTCH COLLEGE: Located in Torrens Park, at the foothills of the Adelaide Hills and only 15 minutes from the CBD, Scotch College enjoys one of the city's most enviable positions. Staff benefit from a setting that combines natural beauty with convenience — close to beaches, trails, and vibrant suburban villages such as Mitcham and Unley. It's a place where professional life and personal wellbeing can genuinely coexist.



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