



Teacher – Junior School

| JOB OVERVIEW

The Position

An exciting opportunity awaits a passionate and inspiring Junior School Teacher to join Scotch College in 2027 on a permanent, full-time basis. This role is ideal for an enthusiastic educator who is ready to bring energy, creativity and care to our vibrant Junior School community, while contributing meaningfully to the academic, pastoral and co-curricular life of the College.

About the Role

As part of this exciting opportunity, the successful teacher will play a key role in delivering high-quality education for the boys in their care, creating engaging, student-centred learning environments and contributing to the strong pastoral and co-curricular programmes that enrich life in the Junior School.

Scotch College follows the International Baccalaureate Primary Years Programme (PYP) from Years 1 to 5. Our inquiry-based pedagogy places a strong emphasis on developing foundational skills within an enriched curriculum that blends IB Scope and Sequence documents with the Australian and Western Australian Curricula.

Key Responsibilities

- Plan and deliver engaging, student-centred learning experiences aligned to the WA Curriculum and the IB PYP
- Use contemporary teaching practices and technology to support effective learning
- Monitor and assess student progress, maintaining accurate records and providing feedback to parents through reports and interviews
- Support the academic, social and emotional development of each student through strong pastoral care
- Contribute to the Junior School co-curricular programme through supervision of clubs or activities
- Actively participate in professional learning, staff meetings, assemblies, chapel services and school events
- Work collaboratively as part of a committed Junior School team

About You

You will be a motivated and flexible educator who:

- Builds positive, trusting relationships with students, parents and colleagues
- Demonstrates strong organisation, time management and communication skills
- Works effectively both independently and as part of a team
- Shows initiative, professionalism and a commitment to continuous improvement
- Upholds confidentiality and represents the College at a professional level

Qualifications and Requirements

- Bachelor's Degree (or higher) with a Diploma of Education or Bachelor of Education
- Registration (or eligibility for registration) with the Teacher Registration Board of Western Australia (TRBWA)
- Current Working With Children Check (WWCC WA)
- Willingness to participate in the College's co-curricular programme
- Alignment with the values and ethos of Scotch College as a Uniting Church in Australia school
- Commitment to child safety and the wellbeing of students

Why Join Scotch College

Scotch College offers a collaborative and supportive teaching environment, opportunities for professional growth, and the chance to contribute to an outstanding Junior School community committed to excellence in education and care.

Additionally, our employee value proposition highlights our commitment to our staff through our sense of community and our workplace culture, environment, benefits, and opportunities. Our staff also enjoy:

- Morning tea and lunch provided daily
- A supportive team environment
- Excellent resources
- Career enhancing professional development
- Opportunities for innovation

About Scotch

Scotch College Western Australia is one of Australia's leading independent schools, with a 125-year-old history of academic excellence. Nestled in leafy Swanbourne on 22 spacious hectares, the College caters for 1500 students in Pre-Kindergarten to Year 12, including over 120 boarders from across the world.

We are an International Baccalaureate (IB) World School that offers a learning programme based on the Western Australian and Australian Curriculum and a choice in Years 11 & 12 of three pathways: WACE, VET or IB Diploma.

Scotch College weaves longstanding traditions and Christian values with contemporary education to foster global citizens. We are well-known for our incredible breadth of education and our supportive community.

We believe in lifelong learning and offer all staff boundless opportunities to build new skills and develop their career. Each day at work, you will access advanced technologies, work within state-of-the-art facilities, and collaborate with staff who are leaders in their areas of expertise.

Discover our abundant staff benefits at <https://www.scotch.wa.edu.au/employment/working-at-scotch>.

Application Information

The successful candidate will be required to provide evidence of a current Working with Children Check (WWCC), a current TRBWA registration.

Scotch College takes child protection seriously. All candidates for roles at Scotch College are subject to screening and assessment against child safety standards as part of the recruitment process.

Applications are to be addressed to the Headmaster and submitted via the SEEK website. Further information can be found on the Scotch College website: www.scotch.wa.edu.au/view/employment

Closing Date: 9am, Monday, 31 August 2026.

Enquiries regarding application process:

Emma Kinsey, People and Culture Advisor

Tel: 9460 6653 Email: emma.kinsey@scotch.wa.edu.au

Enquiries regarding expectations and conditions of the position

Warwick Norman, Acting Head of Junior School

Tel: 9383 6000 Email: warwick.norman@scotch.wa.edu.au