

Head of House



JOB OVERVIEW

The Position

Scotch College has an exciting opportunity for a passionate, suitably experienced and qualified educator to fulfil the role of Head of House. This is a full-time permanent teaching position commencing in Term 1, 2027 with the Head of House role offered as an additional position of responsibility for a period of 5 years.

A Head of House provides high-quality pastoral and academic leadership to students and guidance, and support to House Mentors. They assist the Deputy Heads of the Senior School (Pastoral Care, and Teaching & Learning), the Head of Senior School and the Headmaster in pastoral, academic, administrative, disciplinary, and counselling roles.

The role includes delivering the College's Wellbeing and Leadership programmes, academic tracking, and teaching in their curriculum area. Heads of House are also an important point of contact between home and school and provide a reference point for House Mentors and classroom teachers in supporting students throughout their journey at the College.

Scotch College values teachers with an enthusiasm for, and skills in collaborative teaching and learning, a commitment to pastoral care, and a willingness to be involved in co-curricular programmes such as sports, arts, service and academic support.

The ideal candidate will have an exceptional track record in pastoral care and student leadership, with the ability to foster positive outcomes for students in both the pastoral and academic domains. They will also be able to demonstrate outstanding levels of achievement in their curriculum area.

The successful candidate will have:

- Qualifications in secondary teaching, successful teaching background and demonstrated ability as an exemplary teacher in their curriculum area;
- Strong emotional intelligence with the ability to communicate effectively, manage relationships, build rapport, and trust with others and make appropriate decisions to achieve positive results;
- Demonstrated leadership capabilities with ability to develop leadership traits within students to assist them to reach their full potential;
- Ability to lead the House Mentor Team and develop their skills in providing support to students in the Mentor Group;
- The ability to create an environment of active and genuine learning;
- Exceptional communication, presentation, and teamwork skills along with the ability to build strong relationships with students, staff, parents, and members of the broader College community;
- A willingness to contribute to our extensive programme of co-curricular activities;
- A strong commitment to and understanding of wellbeing and pastoral care of students;
- An awareness of issues facing adolescent students with the ability to use initiative to identify challenges and develop appropriate support strategies; and
- Ability to initiate and maintain positive and productive communication with parents, students and staff.

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:

- 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 127-year-old history of academic excellence. Nestled in leafy Swanbourne on 22 spacious hectares, the College caters for 1600 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, 12 October 2026

Enquiries regarding application process:

People & Culture Department

Tel: 9460 6947 Email: people@scotch.wa.edu.au

Enquiries regarding expectations and conditions of the position:

Gareth Williams, Deputy Head of Senior School – Pastoral Care

Tel: 9383 6800 Email: gareth.williams@scotch.wa.edu.au