



RADFORD COLLEGE

Truth
Compassion
Wisdom

Radford College is an Anglican co-educational day school, committed to fostering global citizens by inspiring students from Pre-K to Year 12 to make good choices, self-regulate and be resilient as the foundations for academic success. The College is located in the suburb of Bruce, in Canberra.

Junior School Instructional Coach Permanent, Full-Time – 3-year Leadership Appointment Commencing Term 1 2027

The opportunity

Radford College is seeking an experienced and highly accomplished educator to join our Junior School as an Instructional Coach.

This is an exciting opportunity for a passionate teacher who wants to make a broader impact on teaching and learning while remaining connected to the classroom.

The role combines 0.5 FTE Instructional Coach responsibilities with 0.5 FTE Classroom Teacher responsibilities, providing the opportunity to influence practice across the Junior School, while continuing to experience the richness and authenticity of classroom teaching.

Teaching and Learning at Radford College

As an International Baccalaureate Primary Years Programme (IB PYP) school, Radford Junior School is committed to inquiry based learning, balanced with strong foundational skills in literacy and numeracy. Our approach nurtures curiosity, critical thinking, creativity, and a lifelong love of discovery, while supporting every student to flourish as a capable and confident learner.

Teaching at Radford is centred on high quality practice, informed by data, to improve student learning outcomes. Our passionate educators deliver an academic program that fosters excellence and innovation, while also focusing on the wellbeing and holistic development of each child.

With a focus on high-quality teaching to improve student learning outcomes, Radford College is committed to collaborative and reflective practices which enhance professional learning and growth. As such, we require our teachers to be able to work effectively as part of a high performing team and to be dedicated to upholding our values of truth, compassion and wisdom, which form the ethos and foundation of our College community.

To support our teachers in becoming expert teachers, able to make deliberate choices about the strategies they use in classrooms, there is a strong emphasis on professional learning and collaboration, through an on-site Teacher Mentor and ongoing coaching and mentoring.

Radford College is committed to safeguarding and promoting the safety, welfare and wellbeing of children and young people. The successful applicant will be required to comply with the College's Child Protection and Safeguarding policies, procedures and satisfy all relevant child protection screening requirements. Radford College expects all staff to actively contribute to a

child-safe culture and to uphold their responsibilities in creating an environment where all children and young people are safe, respected and heard.

Why choose Radford?

All new staff benefit from a comprehensive induction program, ongoing mentoring, and collaboration with experienced colleagues.

In addition to supporting and empowering staff to reach their full potential, Radford College provides:

- A vibrant, rewarding, and collaborative workplace where staff feel supported and valued
- Structured professional learning opportunities to help teaching staff maintain registration requirements and continue to grow in their practice
- Professional Learning financial support for teaching and non-teaching staff
- Salary Continuance Insurance
- Discounted school fees for eligible employees
- Employee wellbeing initiatives – EAP program, access to exercise programs (boot camp and Pilates) and group fitness classes
- Generous Superannuation after qualifying period
- Salary Sacrificing
- Excellent resources and grounds
- Free onsite parking
- Electric Vehicle Charging Stations

For further information, please visit the [Careers](#) page on our [Website](#).

About you

The successful candidate at Radford College will be exceptional educator who combines strong classroom practice with a genuine passion for developing others.

Candidates must:

- Demonstrated excellence as a classroom teacher.
- A deep understanding of effective pedagogy, curriculum and assessment.
- Strong knowledge of evidence-informed instructional practices.
- Experience in professional learning, mentoring or coaching colleagues.
- Highly developed interpersonal and relationship-building skills.
- Excellent communication, facilitation, questioning and active listening skills.
- A collaborative approach and the ability to influence through partnership rather than authority.
- Strong reflective practice, curiosity and a growth mindset.
- Excellent organisational and time-management skills.
- Professional integrity, sound judgement and a commitment to confidentiality.
- A commitment to fostering a positive, supportive and intellectually curious professional culture.
- An understanding of the International Baccalaureate Primary Years Programme, or a willingness to develop expertise in the PYP.
- For roles in the Early Learning Centre, completion of the mandatory National Child Safety Training through the Australian Government's Geccko platform, or a willingness to complete the training prior to, or shortly after, commencement.
- Commit to the safeguarding and promotion of student wellbeing
- Support Radford College's strategic priorities and uphold the College Values of Truth, Compassion and Wisdom

Most importantly, you will be an educator who believes that improving teaching improves learning and who is energised by working alongside colleagues to make that happen.

Qualifications

- Teaching qualification recognised by the ACT Education Directorate
- Maintain registration as a teacher with the Teacher Quality Institute, including WWVP
- Current First Aid Certificate
- A recognised coaching qualification and demonstrated experience applying coaching frameworks to support professional growth and improve teaching practice are highly desirable.

How to Apply

Details about this position and how to apply can be found on the [Careers](#) page on the College Website. If you have further enquiries regarding this position, please contact Human Resources at recruitment@radford.act.edu.au.

Applications will close 5pm on **25 October 2026** and should be addressed to:

The Principal

email: recruitment@radford.act.edu.au

Applicants will be subject to employment screening and will be required to provide a current ACT Working with Vulnerable People card prior to commencing employment.



RADFORD COLLEGE

DUTY STATEMENT

Junior School

Instructional Coach

At Radford College, our core values of *Truth*, *Compassion* and *Wisdom* are not just words: they are living principles that guide our community's actions, decisions and character. They are foundational to our mission of fostering the holistic growth of every student, preparing them for a life of purpose and integrity.

Truth

Truth signifies a profound commitment to integrity, honesty and authenticity. It is the pursuit of knowledge and understanding, guided by a sincere desire to discover what is real and just. In the classroom, it is the intellectual honesty to engage in rigorous inquiry, to challenge assumptions, and to accept evidence, even when it is uncomfortable. In our relationships, it means acting with sincerity and transparency, building trust through reliable and ethical conduct. Truth empowers students to think critically, to stand up for what is right, and to live with personal integrity. It is the bedrock of a moral compass, encouraging students to be authentic in their identity and their interactions.

Compassion

Compassion is the heart of the Radford community. It is the ability to empathise with others, to understand their struggles, and to be moved to action by their pain. It goes beyond simple sympathy: it is an active and heartfelt concern for the wellbeing of others. This value is expressed in the way our students and staff support one another, through acts of kindness, service and generosity. Compassion teaches students to look beyond themselves, to connect with the wider world, and to contribute positively to the lives of those in need. It is a powerful force that builds a nurturing, inclusive and supportive environment where every individual is valued and cared for.

Wisdom

Wisdom is the culmination of knowledge and experience, applied with discernment and good judgement. It is not merely about accumulating facts but about understanding how to use that knowledge to make wise decisions that benefit oneself and others. At Radford, we strive to equip students with the ability to navigate life's complexities with insight and a moral sense of purpose. This means teaching them to reflect on their experiences, to learn from their mistakes and to seek understanding rather than just information. Wisdom is about cultivating a sense of perspective and a deep appreciation for the interconnectedness of all things, enabling students to act with prudence and foresight in an ever-changing world.

Radford College is committed to safeguarding and promoting the safety, welfare and wellbeing of children and young people. All staff are required to comply with the College's Child Protection and Safeguarding policies, procedures and satisfy all relevant child protection screening requirements. Radford College expects all staff to actively contribute to a child-safe culture and to uphold their responsibilities in creating an environment where all children and young people are safe, respected and heard.

POSITION ACCOUNTABLE TO

Directors of Learning and Teaching
Head of Junior School

POSITION IS RESPONSIBLE FOR

Not Applicable

CLASSIFICATION

Independent Schools (Teachers)
Cooperative Multi Enterprise Agreement 2025
0.5 FTE Instructional Coach and 0.5 FTE
Classroom Teacher
Leadership Level 1 Allowance

KEY RELATIONSHIP

Junior School Leaders
Classroom Teachers
Teaching Teams
Director Of Professional Practice
Teacher Mentors

PURPOSE

The Junior School Instructional Coach is an instructional leader who partners with teachers to strengthen instructional practice, improve outcomes for every learner, and support the implementation of the College's strategic goals.

The role builds teacher capacity through collaborative, evidence-informed and classroom-embedded professional learning, while maintaining an active classroom teaching role. Coaching partnerships are grounded in trust, reflection and teacher agency, enabling teachers to identify meaningful goals, refine practice and evaluate the impact of teaching on student learning.

RESPONSIBILITIES**Instructional coaching and teacher development**

- Build instructional capacity across the Junior School through sustained coaching partnerships.
- Develop trusting, respectful and non-evaluative relationships with teachers.
- Facilitate coaching cycles using Jim Knight's Impact Cycle: Identify, Learn, Improve.
- Partner with teachers to establish goals, analyse practice, identify strategies and evaluate impact.
- Model effective instructional practice through demonstration lessons and co-plan, co-teach, observe and co-reflect with teachers.
- Curate and share high-quality professional learning resources and current educational research.

Teaching, learning and continuous improvement

- Support the implementation of agreed pedagogical approaches and Junior School strategic priorities.
- Promote evidence-informed teaching practices that enhance student engagement, learning and achievement.
- Support teachers to use assessment and other evidence to inform planning and instruction.
- Help teachers design learning that promotes deep understanding, engagement and appropriate challenge.
- Contribute to a shared language and consistent approach to high-quality teaching.
- Work collaboratively with school leaders and colleagues to identify opportunities for instructional improvement.
- Foster a culture of curiosity, reflection, collaboration and continuous improvement.

Classroom teaching and College contribution

- Maintain an active classroom teaching role so that coaching practice remains contemporary, credible and grounded in classroom realities.
- Fulfil the professional responsibilities of a classroom teacher, including planning, teaching, assessment, reporting, pastoral care and participation in relevant meetings, professional learning and College activities.
- Undertake other duties as directed that are appropriate to the role.
- Other duties as directed

QUALIFICATIONS, KNOWLEDGE AND EXPERIENCE REQUIRED

- Current registration with the ACT Teacher Quality Institute.
- Current First Aid Certificate prior to commencement.
- Demonstrated excellence as a classroom teacher.
- Deep understanding of effective pedagogy, curriculum and assessment, including evidence-informed instructional practices.
- Experience in identifying professional learning, mentoring or coaching colleagues.
- Understanding of the International Baccalaureate Primary Years Programme (PYP), or willingness to develop expertise in the PYP.
- A recognised coaching qualification and demonstrated experience applying coaching frameworks to support professional growth and improve teaching practice are highly desirable.

PERSONAL SKILLS AND ATTRIBUTES

- Highly developed interpersonal and relationship-building skills.
- Excellent communication, facilitation, questioning and active listening skills.
- A collaborative approach and the ability to influence through partnership rather than authority.
- Strong reflective practice, curiosity and a growth mindset.
- Excellent organisational and time-management skills.
- Professional integrity, sound judgement and a commitment to confidentiality.
- A commitment to a positive, supportive and intellectually curious professional culture and to the College values of Truth, Compassion and Wisdom.

It is a requirement that all Radford employees hold a current Working with Vulnerable People Clearance.