



THOMAS CARR  
COLLEGE

2027

# POSITIONS OF LEADERSHIP

Application Pack

A progressive Catholic learning community shaping confident, compassionate and future-ready young people.



*They will shine*

# PRINCIPAL'S WELCOME

**Here at Thomas Carr College, we are dedicated to fostering a nurturing and inclusive environment where every individual has the opportunity to shine.**

As a proud Catholic school in the Western suburbs we stand as a beacon of academic pursuit, spiritual growth and personal development. We embrace diversity and celebrate the richness of the cultures, beliefs and backgrounds that make up our community. It is this diversity that enriches our collective experience, broadens our perspectives and strengthens our bonds.

At Thomas Carr College, we believe that education is not merely about imparting knowledge, but about empowering young minds to become compassionate, resilient and confident individuals who can make a positive impact on the world. Our dedicated team of enthusiastic staff are committed to providing a holistic learning experience that nurtures intellectual curiosity, encourages critical thinking and promotes lifelong learning.

Our motto, 'They will shine', encapsulates our belief in the unlimited potential and unique talents of every student who walks through our doors. We strive to create an environment where students can explore their passions, develop their strengths and unlock their full potential. Through our learning and teaching programs, co-curricular activities and personalised support systems, we aim to equip our students with the skills, knowledge, and values necessary to thrive in an ever-changing world.

As a Catholic school, we are deeply committed to nurturing the spiritual development of our students. Guided by the teachings of Jesus Christ and the values of love, compassion and justice, we encourage our students to embrace these principles in their daily lives. Through prayer, reflection and engagement with the broader community, we aim to instill in our students a sense of social responsibility and a commitment to making a difference in the world.



**Rose Connolly**  
Principal



# THOMAS CARR COLLEGE

**MORE THAN A WORKPLACE, A SHARED PURPOSE.**

## A SCHOOL IN MOTION

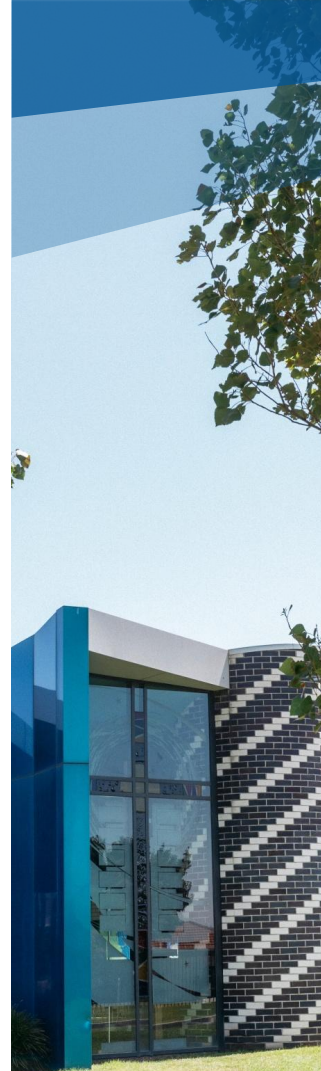
Situated in Melbourne's rapidly growing Western corridor, Thomas Carr College has become known not only for academic growth and innovation, but for the strength of its culture. A culture where leadership is visible, relationships matter and people are empowered to bring ideas forward.

This is a College driven by purpose, guided by faith and grounded in the belief that when educators thrive, students do too.

## MORE THAN A WORKPLACE

Thomas Carr College is a contemporary Catholic secondary school where academic rigour, pastoral care and professional growth exist side by side. With more than 1,400 students representing over 48 cultures, the College reflects the complexity and diversity of the world students will enter beyond school. This richness of perspective shapes a learning environment that is intellectually dynamic, culturally fluent and deeply human.

The College's growth trajectory, international partnerships and commitment to innovation position it as one of the most progressive Catholic learning communities in Melbourne's west.



## TRADITIONAL OWNERS

We acknowledge the Bunurong People as the traditional custodians of the land on which Thomas Carr College has been built.



## OUR COLLEGE PATRON: ARCHBISHOP THOMAS CARR

Thomas Carr, the second Catholic Archbishop of Melbourne (1886–1917), was both a visionary and a builder – of places, of opportunity and of communities that would endure.

While Melbourne's St Patrick's Cathedral stands as his most visible legacy, his deeper impact lies in the many communities he established and strengthened across Victoria. Among these was the parish of Werribee, founded in 1906 – an enduring expression of his commitment to growth, connection and the flourishing of local communities.

Today, Thomas Carr College reflects this same spirit. As a contemporary Catholic secondary school, it brings together academic rigour, pastoral care and professional growth in a learning environment shaped by diversity, innovation and connection. In continuing Carr's legacy, the College remains committed to building not only strong foundations, but meaningful futures.



## COLLEGE VISION

Thomas Carr College is a dynamic Catholic learning community, guided by the Gospel. Excellence and opportunities to develop are pursued. Through our hope and service to others we shine our light into the world.



## COLLEGE MISSION

We are committed to:

- Nurturing faith and fostering positive, life-giving relationships with others.
- Providing an engaging and innovative learning environment.
- Developing the capacity for independent thought and informed decision-making.
- Recognising the goodness of all members of the Thomas Carr College community and treating all with respect.
- Equipping all students with knowledge, skills and attributes to take their place optimistically in a globalised world.



## COLLEGE MOTTO: "THEY WILL SHINE"

"Jesus said to His disciples "Your light must shine in the sight of people so that seeing your good works they may give praise to your Father in heaven."

**Matthew 5:16**



## COLLEGE STAFF NORMS

As a College we have established a set of agreed 'Staff Norms'. These reflect our values and expectations of all the staff who are members of our dynamic Catholic learning community.

- Be punctual and prepared
- Be present and participate actively
- Strive for unconditional positive regard
- Keep students at the centre
- Be open

# COLLEGE LEADERSHIP TEAM INTRODUCTION



**Rose Connolly**  
Principal

Our community is one of welcome and growth. I love the greetings from students as I walk through the yard and the quality conversations with staff throughout the day. We are at an exciting time within our journey which makes it an enjoyable place to be. We know we make a difference here which is what teaching is all about.



**Phoebe Mondares**  
Deputy Principal – Faith and Mission

Our faith and mission call us to lead with hope, purpose, and compassion in all that we do. As leaders, we are entrusted with nurturing a community where every person can grow and feel valued. It is a privilege to serve in a place where hope guides our actions and shapes our future.



**Damian Bernardo**  
Deputy Principal – Learning and Teaching

What I value most about Thomas Carr College is our collective commitment to professional learning that directly shapes classroom practice. Through our instructional framework, we align learning, teaching and leadership to improve outcomes for all students.



**Andrew Bryson**  
Deputy Principal – Staff and Operations

The heart of any school is the staff, students and families, and this extends to all members of the Thomas Carr College community. I am proud to be working at Thomas Carr College. The strong connection to who we are as a Catholic school and the role we have in serving the needs of the community brings me much joy and a sense of purpose.



**Ivanka Spiteri**  
Deputy Principal – Wellbeing

I love working at Thomas Carr College, where our diverse community enriches learning and fosters empathy. Supporting students on their individual journeys allows me to build their wellbeing, confidence, and sense of belonging – helping them thrive and become their best selves.



**Tom Bridges**  
Deputy Principal – International and Community Connections

I love working at Thomas Carr College because I get to be part of a community that genuinely celebrates each person's gifts and story. Watching our students shine in an environment built on respect, diversity and faith inspires me every day.



**Alison Pisani**  
Business Manager

As Business Manager at Thomas Carr College I'm deeply committed to fostering a community where every student and staff member is known and empowered to grow. I value the strong sense of community at Thomas Carr College, working alongside dedicated staff motivated by the opportunity to make a meaningful difference to the lives of those in our community.

# CULTURE & LEADERSHIP

At Thomas Carr College, leadership extends beyond hierarchy. It is shaped by contribution, curiosity and a shared commitment to helping a learning community continuously evolve.

## Our Leaders:

- empower rather than direct
- cultivate trust and accountability
- create environments where people can grow
- lead with both courage and compassion
- contribute strategically to the evolution of the College

Under the leadership of Principal Rose Connolly, the College has embraced a contemporary leadership model that balances high expectations with genuine care for people.

Here, leadership visibility matters. Ideas are welcomed. Innovation is a shared responsibility.



## Staff are empowered through:

- leadership development pathways
- mentoring and coaching
- collaborative teaching practice
- structured onboarding
- professional learning communities
- innovation and teaching sprints
- opportunities for international engagement
- meaningful leadership experience across portfolios

The College believes emerging leaders should be given both voice and responsibility early, creating genuine pathways for progression and influence.

## A Culture Built Around People

At Thomas Carr College, educators are recognised not simply for what they deliver, but for the impact they have on people and community.

## You Will Be Seen

Leadership is approachable, collaborative and values your contribution.

## You Will Grow

Professional learning and leadership development are embedded into College life.

## You Will Impact People

Staff shape more than academic outcomes. They help build confidence, character and belonging.

## You Will Belong

A diverse and inclusive community creates a strong sense of connection and perspective.

## You Will Be Part Of Something

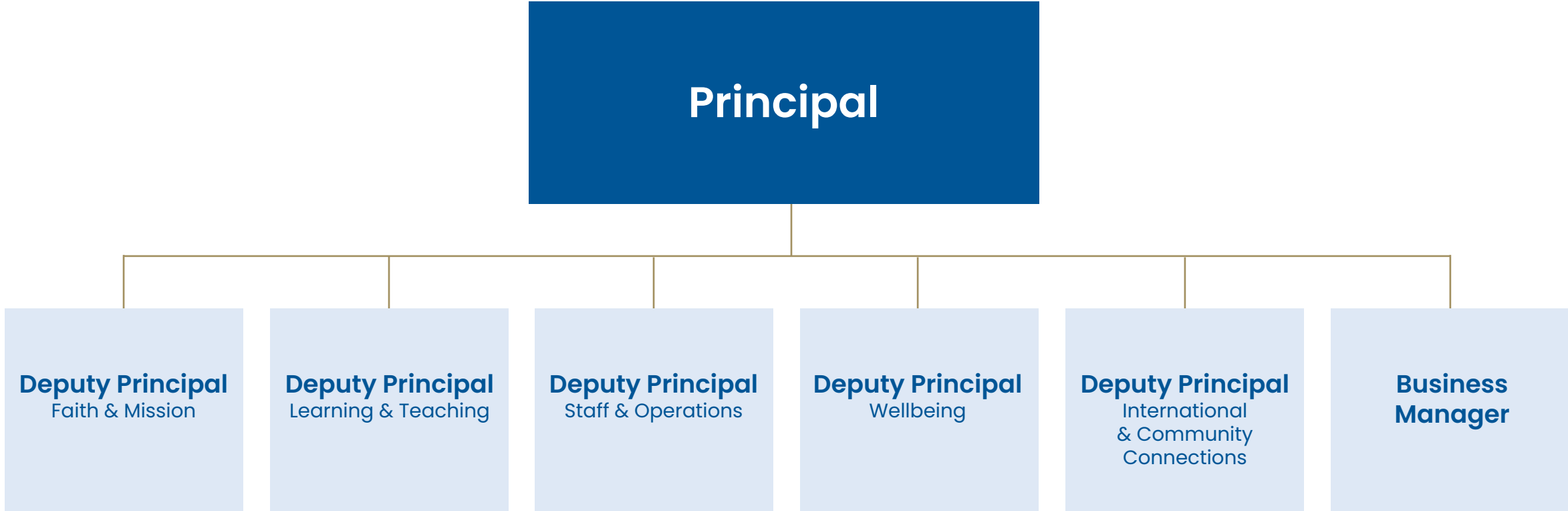
Thomas Carr College is evolving, and staff play an active role in shaping its future.

## Growth Is Embedded Into The Culture

Professional growth at Thomas Carr College is intentional, structured and deeply supported.

# ORGANISATION CHART

## LEADERSHIP TEAM



# DEPUTY PRINCIPAL

## FAITH & MISSION



**Liturgy Leader**  
POL 2

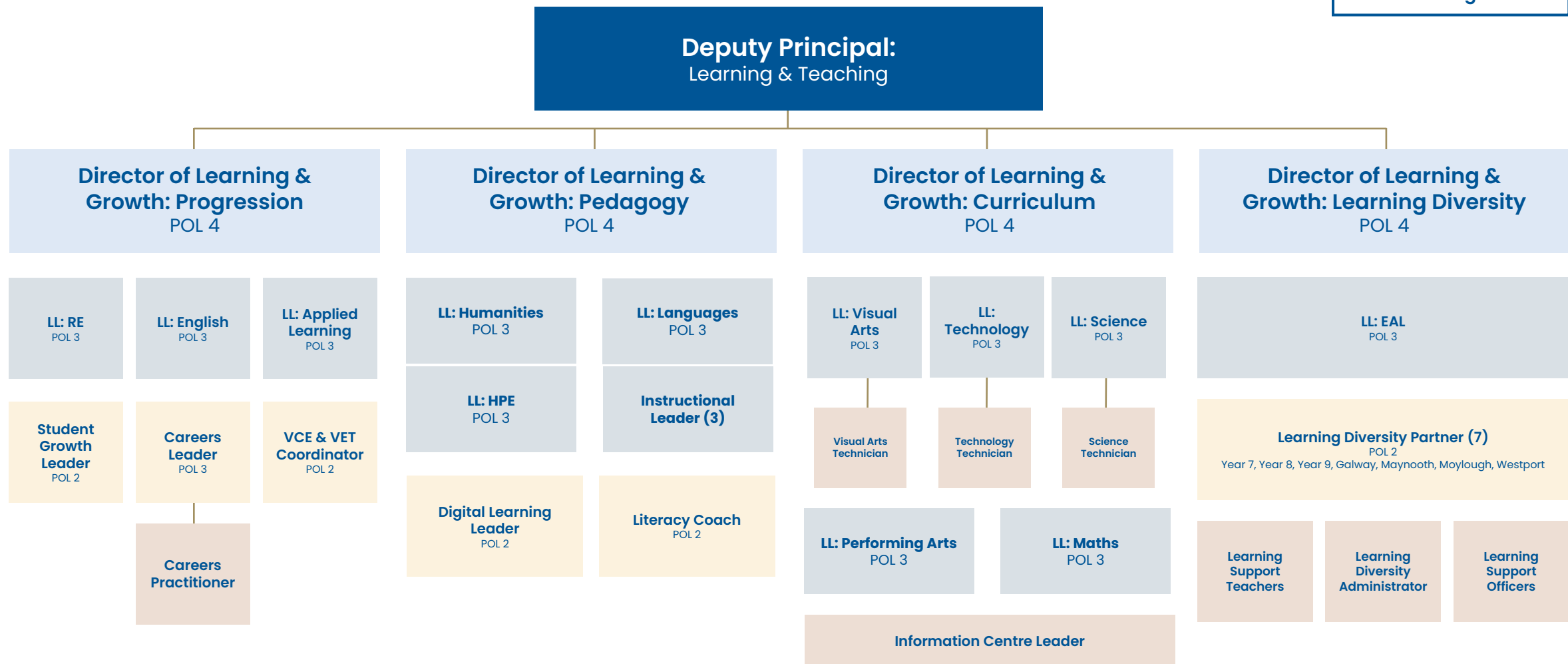
**Mission Leader**  
POL 3

**Youth Ministry Leader**

# DEPUTY PRINCIPAL

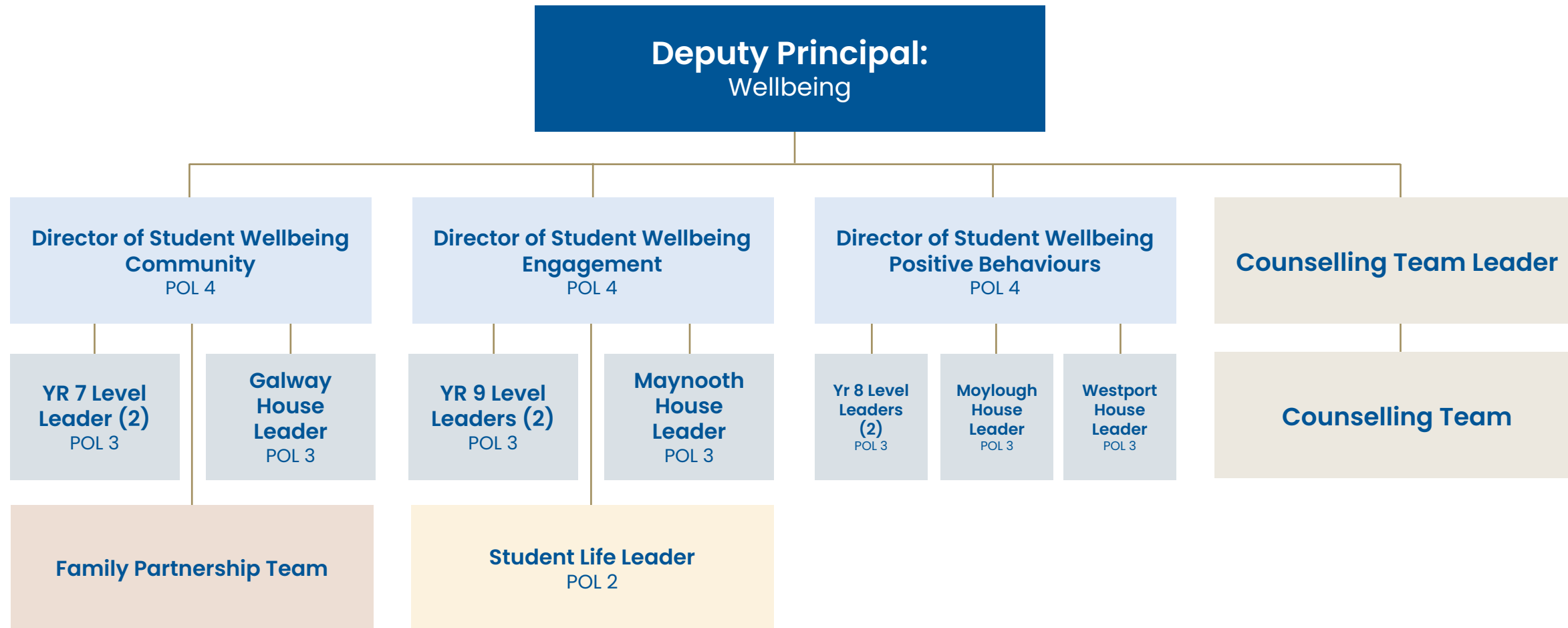
## LEARNING & TEACHING

LL = Learning Leader



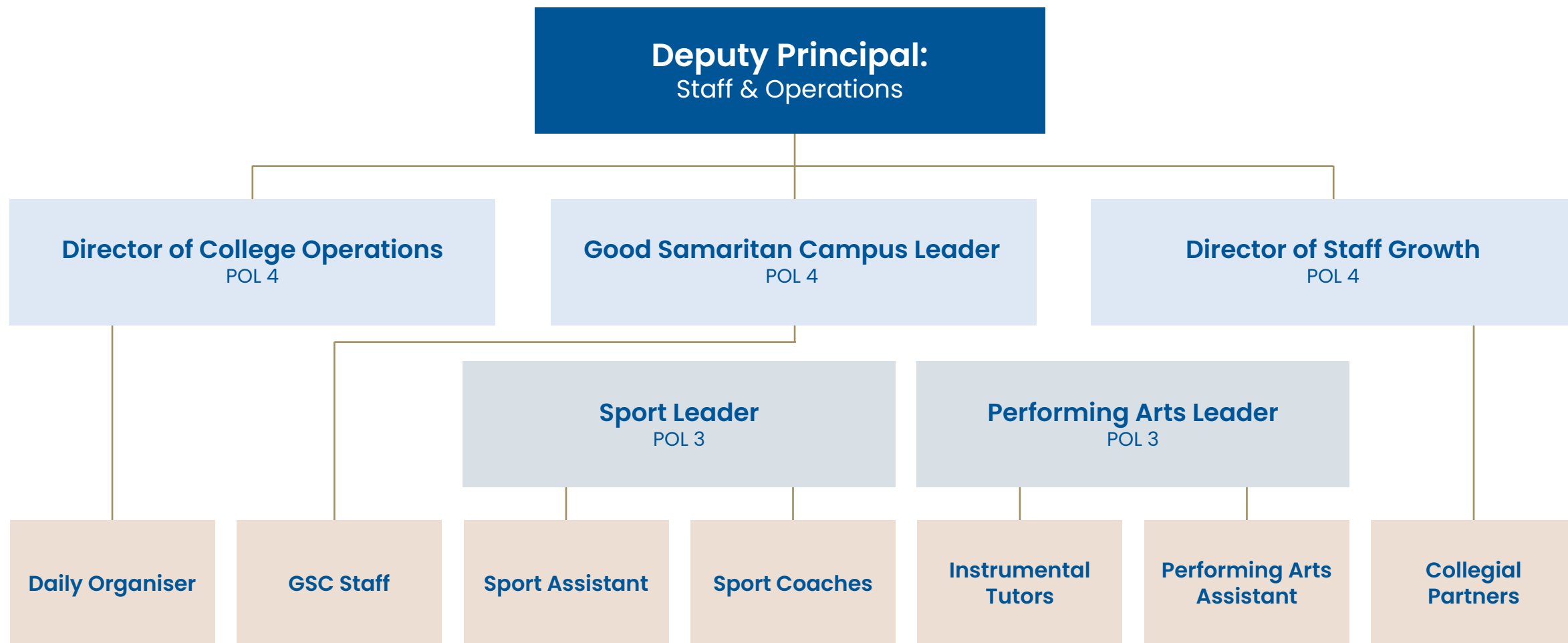
# DEPUTY PRINCIPAL

## WELLBEING



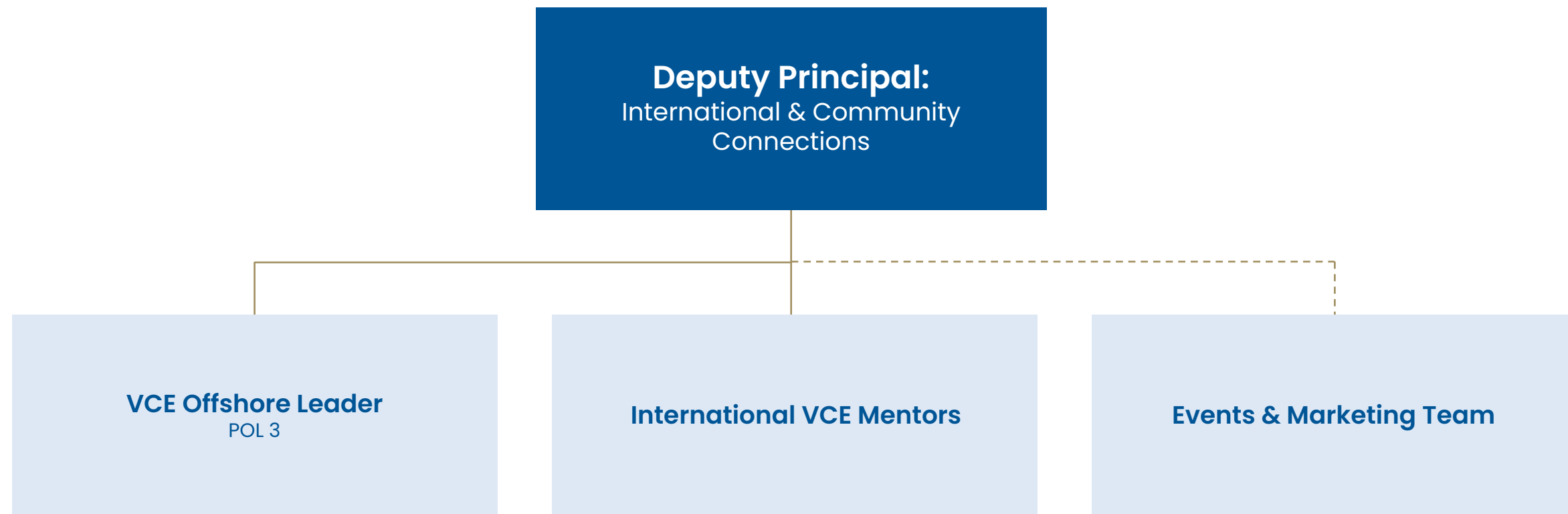
# DEPUTY PRINCIPAL

## STAFF & OPERATIONS

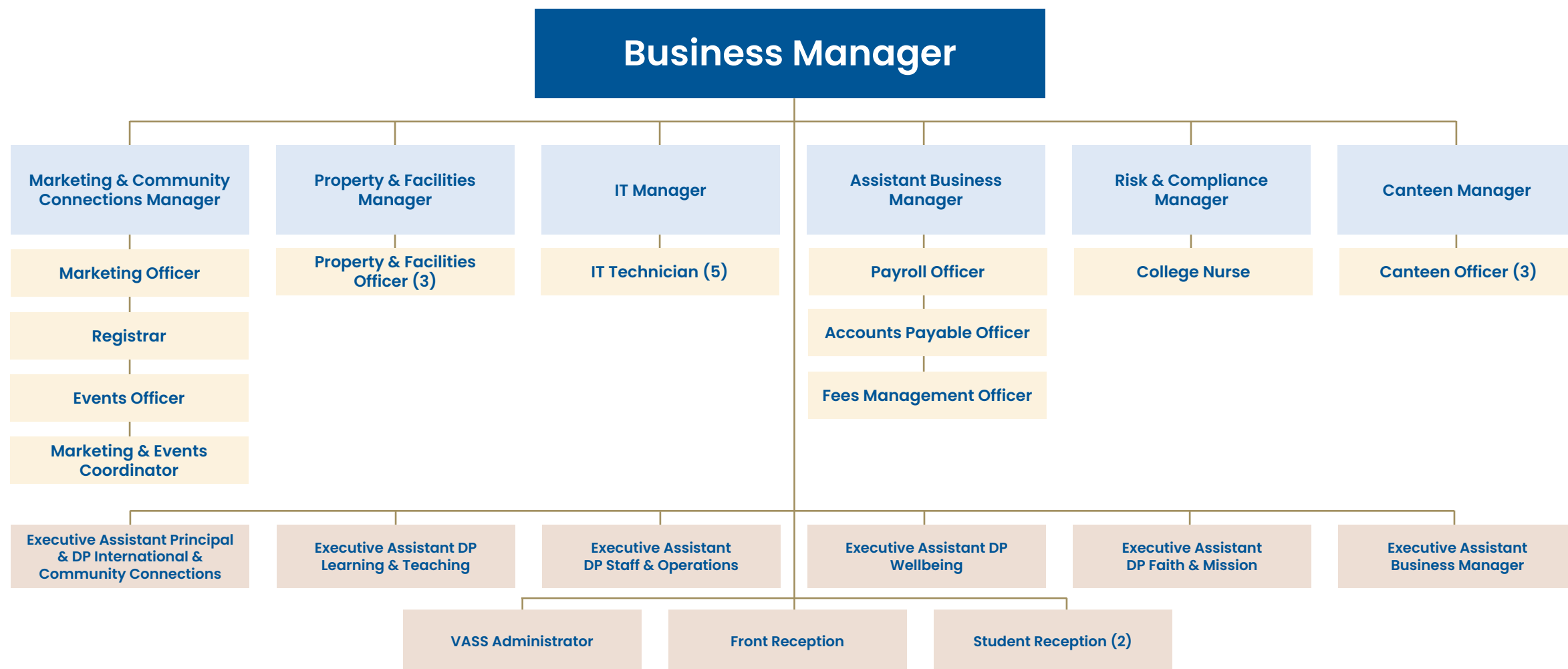


# DEPUTY PRINCIPAL

## INTERNATIONAL & COMMUNITY CONNECTIONS



# BUSINESS MANAGER



# FOR LEADERS READY TO SHAPE WHAT COMES NEXT

Thomas Carr College is a community continuing to evolve with ambition, clarity and purpose. A place where leadership is shared, innovation is expected and people are empowered to grow into the fullest expression of their capability.

For leaders seeking work that is intellectually engaging, values-driven and deeply meaningful, Thomas Carr College offers the opportunity to help shape a community where people, ideas and futures can truly shine.

*They will shine*

## APPLICATION PROCESS

### Joining A School In Motion

Thomas Carr College is entering an exciting phase of growth and strategic evolution, and we are seeking reflective, collaborative and future-focused leaders to help shape what comes next.

Positions of Leadership at the College offer the opportunity to contribute meaningfully to culture, learning, faith, wellbeing and community, while working within a progressive Catholic environment grounded in purpose, innovation and care for people.

Applications are invited from educators and leaders who are committed to professional growth, values-led leadership and making a lasting impact within a dynamic learning community.

All Positions of Leadership are offered as a three-year tenure from 2027 to 2029.

**Applications are to be submitted via email to:  
[employment@thomascarr.vic.edu.au](mailto:employment@thomascarr.vic.edu.au)  
by Wednesday 1 July 2026 at 4.00pm.**

## SUBMISSION REQUIREMENTS

Applications should include:

- A current resume
- A cover letter (maximum one page)
- A response addressing the listed attributes within the Position Description (maximum four pages)
- Staff Academic Application Form, available via the College website, including the names of three referees

Applicants wishing to apply for multiple Positions of Leadership are encouraged to indicate their order of preference within their cover letter.

**Applications should be addressed to:** Rose Connolly, Principal

**Subject line format:** Name of POL Applying For

## INTERVIEW PROCESS

Shortlisted applicants will be contacted during the week prior to interviews and provided with:

- interview date and time
- venue details
- panel composition
- any relevant presentation requirements

Interviews will commence from the week beginning **Monday 27 July 2026**.

As a Catholic learning community, all applicants will be invited to lead the panel in a short prayer or reflection connected to faith leadership and the College motto, *They Will Shine*.

Applicants for Positions of Leadership classified as POL 3 and above will also be asked to prepare a short presentation aligned to the portfolio responsibilities of the role.

Further details will be provided upon invitation to interview.

## FLEXIBLE & INCLUSIVE LEADERSHIP PATHWAYS

Thomas Carr College recognises that leadership can take many forms and values flexibility in supporting staff to contribute meaningfully across different stages of their professional journey.

Consideration will be given to both full-time and part-time applicants (0.8 FTE and above), where practical to the requirements of the role.

Applications are welcomed from:

- current staff
- contracted staff
- staff currently on maternity or approved leave
- educators seeking progression into leadership pathways

At Thomas Carr College, leadership is viewed not simply as a title, but as the capacity to influence culture, empower others and contribute positively to community.

## APPOINTMENT PROCESS

All appointments will be confirmed by the Principal in consultation with the Panel Chair.

Successful applicants will be contacted directly regarding their appointment and next steps relating to contract arrangements and commencement.

At Thomas Carr College, recruitment is approached with professionalism, transparency and respect for all applicants. Internal candidates will receive feedback through direct conversation, while external applicants will be notified via email, with feedback available upon request.

Leadership appointments will be communicated to the broader College community once all positions within each POL category have been finalised.

## CHILD SAFETY COMMITMENT

Thomas Carr College is committed to promoting the safety, wellbeing and inclusion of all children and young people. All staff are expected to actively contribute to a culture that prioritises child safety, respect and belonging across every aspect of College life.



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[www.thomascarr.vic.edu.au](http://www.thomascarr.vic.edu.au)

