



CATHOLIC REGIONAL COLLEGE
CAROLINE SPRINGS



2027 - 2029 Positions of Leadership

HANDBOOK



“Leadership at our College is more than a position; it is an opportunity to make a meaningful difference in the lives of young people...”

Principal's Message

At Catholic Regional College Caroline Springs, we are proud to be a learning community grounded in faith, excellence and opportunity. Our College is committed to creating an environment where every student is known, valued and encouraged to reach their full potential - academically, spiritually and personally.

As our College enters an exciting new chapter with the expansion to VCE pathways, we are seeking passionate and visionary leaders who will help shape the future of learning at Catholic Regional College Caroline Springs. This growth reflects our commitment to providing students with a continuous and enriching educational journey, while creating new opportunities for innovation, leadership and excellence within our community.

Leadership at our College is more than a position; it is an opportunity to make a meaningful difference in the lives of young people and to contribute to a culture of collaboration, contemporary practice and continuous improvement. We are looking for educators who are committed to nurturing student success, building strong relationships and leading with authenticity and purpose.

As a rapidly growing and dynamic community, Catholic Regional College Caroline Springs offers staff the opportunity to work alongside dedicated professionals who share a collective vision for empowering students to become confident, compassionate and capable contributors to society. We value initiative, creativity and a genuine passion for Catholic education.

I invite you to explore this Positions of Leadership Handbook and consider how your experience, expertise and leadership may contribute to the continued growth and success of our College community during this significant period of expansion.

We look forward to welcoming future leaders who will inspire excellence, strengthen community and help shape the future of Catholic Regional College Caroline Springs.

Mr Jamie Madigan
Principal

Our Past

Founded in 2007, Catholic Regional College Caroline Springs was established to meet the growing demand for Catholic secondary education in Melbourne's western suburbs. Opening initially with 80 Year 7 students, the College became the fifth school within the Federation of Catholic Regional Colleges - a partnership that has supported Catholic education in the west since the late 1970s.

The Federation was formed through collaboration between parish representatives and church leaders who recognised the need for accessible Catholic secondary education in Melbourne's rapidly growing western corridor.

Since its establishment, Catholic Regional College Caroline Springs has grown into a vibrant and contemporary learning community serving students from Caroline Springs and surrounding suburbs. The College has experienced significant growth in enrolments, facilities and learning opportunities, evolving from a small Year 7–10 campus into a thriving educational environment known for its strong sense of community, faith formation and commitment to academic excellence.

Guided by our College motto, ***Live Fully Act Justly***, the College places faith, learning and wellbeing at the centre of student life. Extensive building developments, including specialist technology, performing arts, science and collaborative learning spaces, continue to support the College's future-focused vision for education.

Our Future

Catholic Regional College Caroline Springs is entering an exciting new chapter.

Due to significant growth within our community and increasing demand for senior pathways, the College is proud to announce it's expansion into Years 11 (in 2027) and 12 (in 2028), offering the Victorian Certificate of Education (VCE), VCE VM and VET.

As we grow, we are seeking passionate, innovative and driven educators to step into a range of newly created Positions of Leadership. These roles present a unique opportunity to help shape and lead our senior school in its foundation years, contributing to a dynamic and future-focused learning environment.

This is more than a leadership opportunity. It is a chance to influence culture and make a lasting impact on the educational journey of our students.



Mission Statement

We are called to ensure that our day to day contact reflects our commitment to be just to ourselves and to others.

We are to seek actively for others what we ourselves experience; to share what we have, to question why others live without in a world which has enough for all, and to challenge structures and beliefs which work to keep people in poverty and oppression. Moreover, we are called to guard against complacency and comfort which can mask the call for us to do what is right and good and holy.

In striving to *live fully* and *act justly*, we commit ourselves to being a community which builds on four pillars:

Prayer

We raise and open our hearts
and minds to God



Learning

We seek what is true and good,
guided by the reason and
illuminated by the light of Faith



Compassion

Motivated by the love of Christ,
we are compelled to carry the
needs and suffering of others

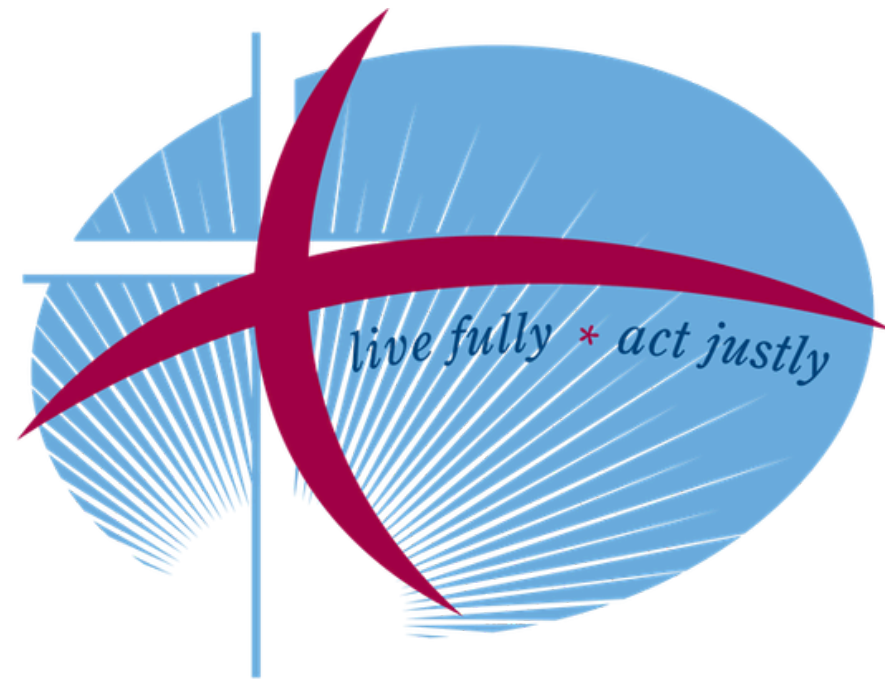


Stewardship

We affirm our unity with all of
creation and humbly accept
God's invitation to participate
in his creative work



Our College Logo



CATHOLIC REGIONAL COLLEGE
CAROLINE SPRINGS

The White Cross

- The Sacrifice of Christ, given so that we can have life to the full (eternal life)

The White Rays

- The light of the Resurrection of Jesus, reminding us that He overcame death by dying on the Cross and Rising from the dead, and reminding us that if we unite ourselves with Him, we will rise with Him to eternal life too (this is the real meaning of 'Live Fully')

The Artistic Cross

- Represents 'us' with our unique gifts and talents, uniting ourselves to Jesus' cross by embracing our own 'little crosses' in our lives

The Justice Cross: The Traditional Cross

- Speaks of the covenant: of relationship; promise, fidelity and commitment
- Symbolises a sense of God that is selfless but expects, demands, right behavior
- Acknowledges weakness in it's call for strength
- Represents wisdom; sought and found
- Like Micah, stand vigilantly - like a cenotaph - as a constant reminder that love is the ultimate success criteria

The Abundant Cross: The Artistic Cross

- Speaks of God being: I am...
- Symbolises a sense of God who is full and lush
- Acknowledges God's love in contrast: as a gift (not taken or stolen), life giving (not taking), creative (not destructive)
- Represents the invitation to embrace life enthusiastically
- Like John, calls us to 'be' logos / Sophia; clever, skillful, intelligent, wise

College Executive Leadership Team



Mr Jamie Madigan
Principal



Ms Lucy Swan
*Vice Principal
Strategic Development*



Dr Andrew McAlindon
*Vice Principal
Staff and Operations*



Mr Michael Testa
Business Manager



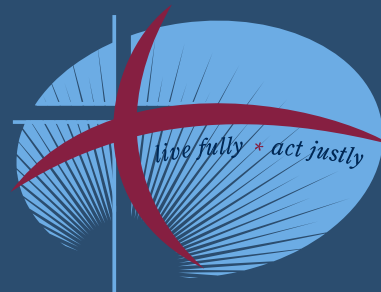
Ms Elise Nowak
*Deputy Principal
Learning and Teaching*



Mr Paul Sammut
*Deputy Principal
Catholic Identity and Mission*

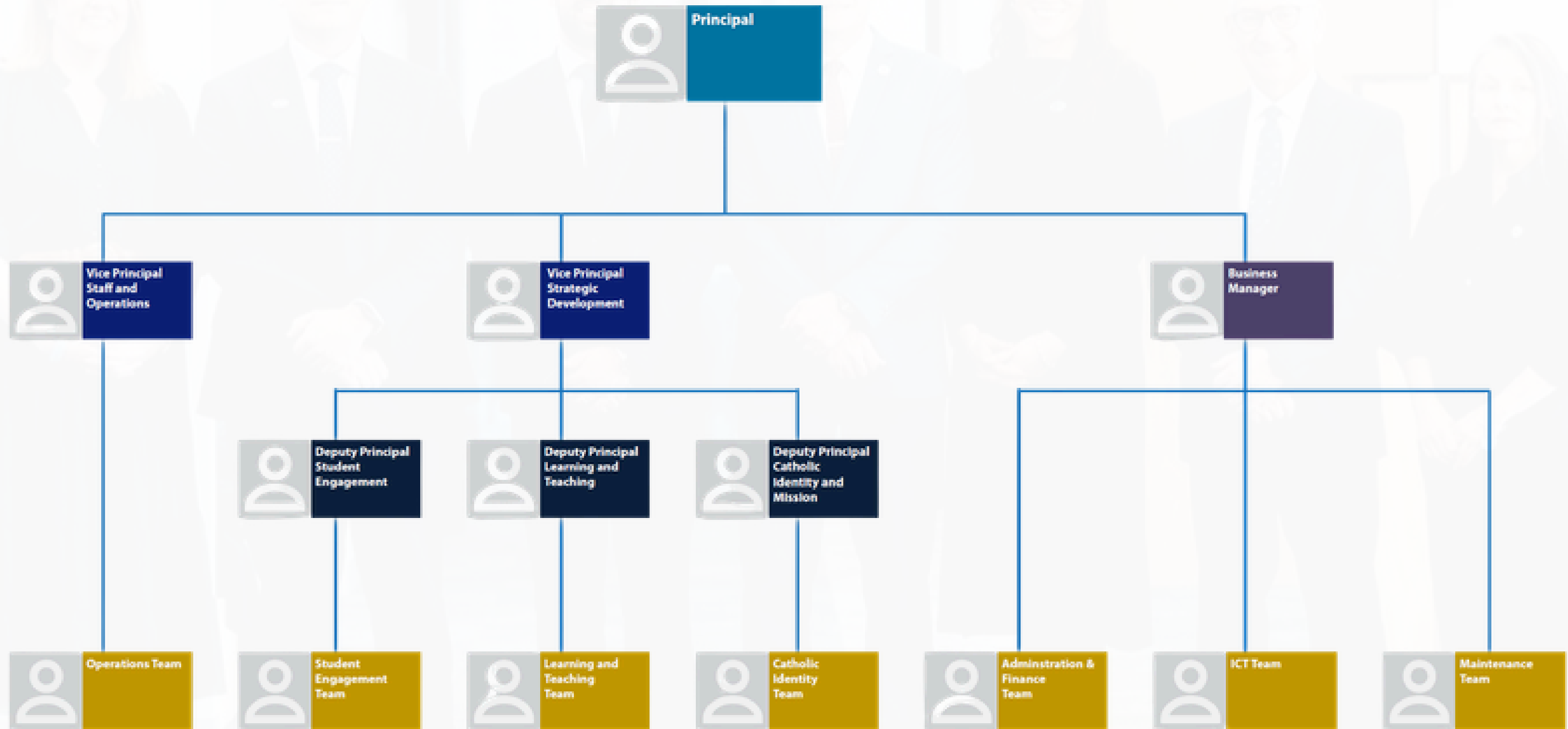


Ms Katie Murray Fawcett
*Deputy Principal
Student Engagement*

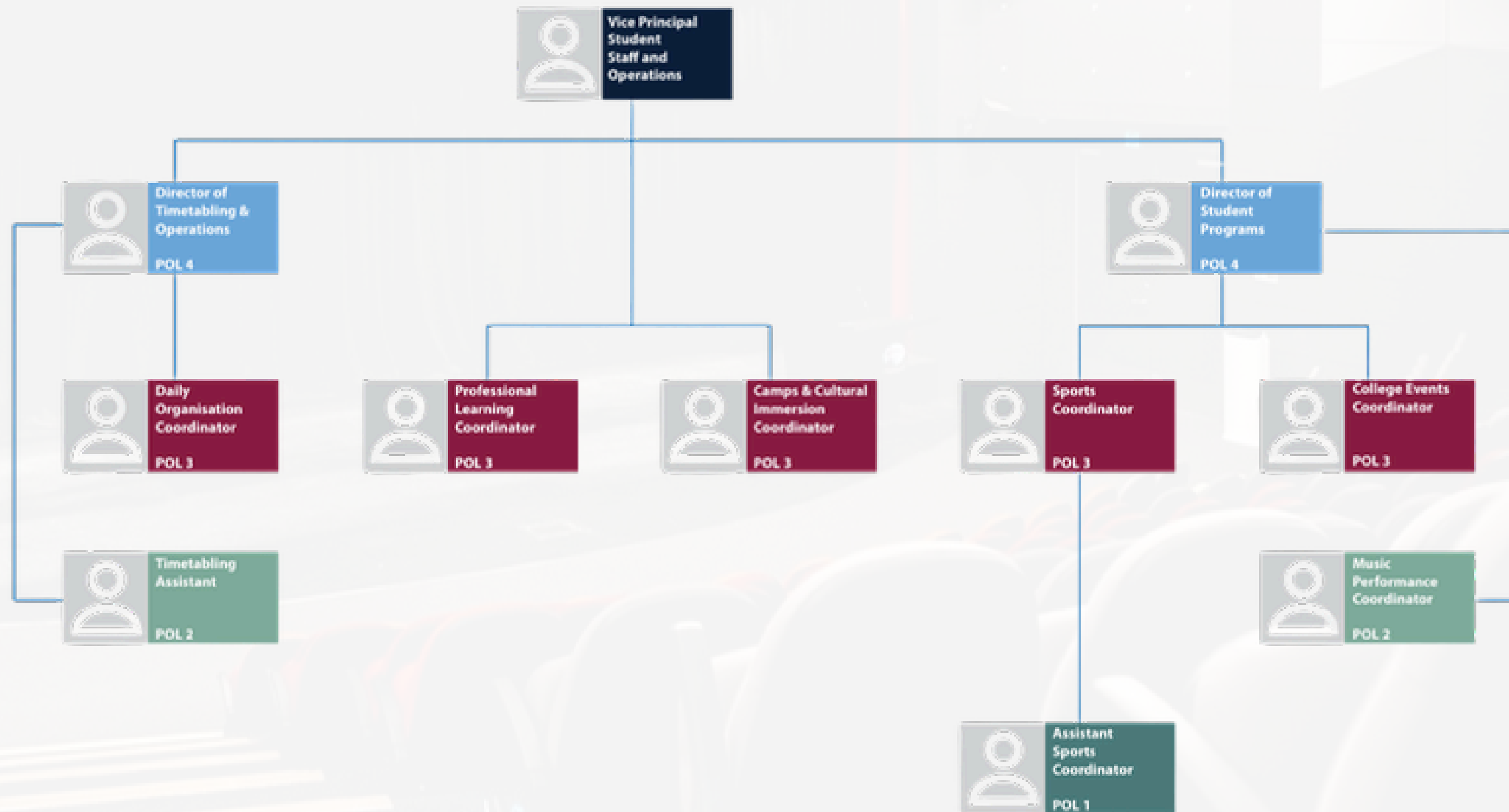


CATHOLIC REGIONAL COLLEGE
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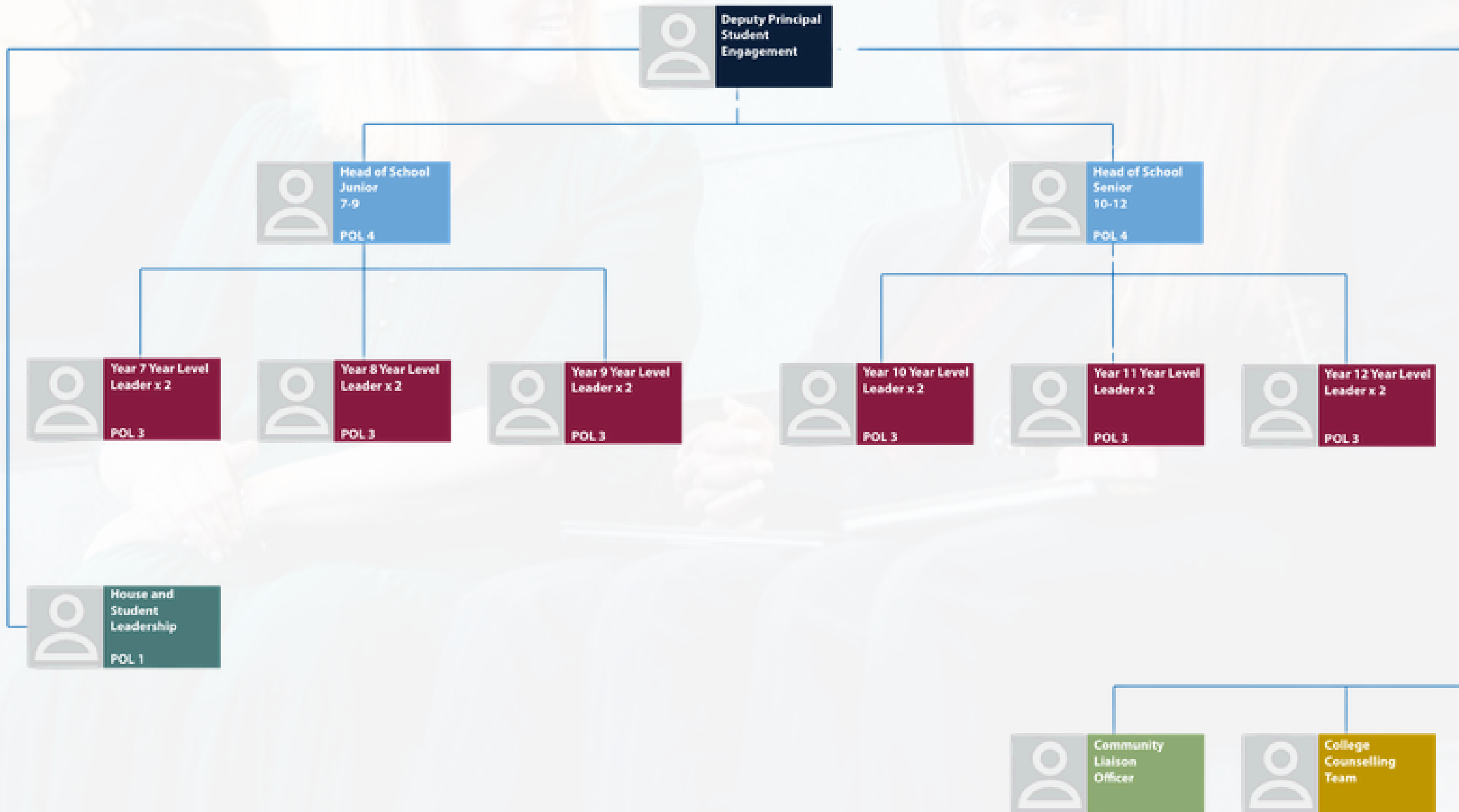
Leadership Structure



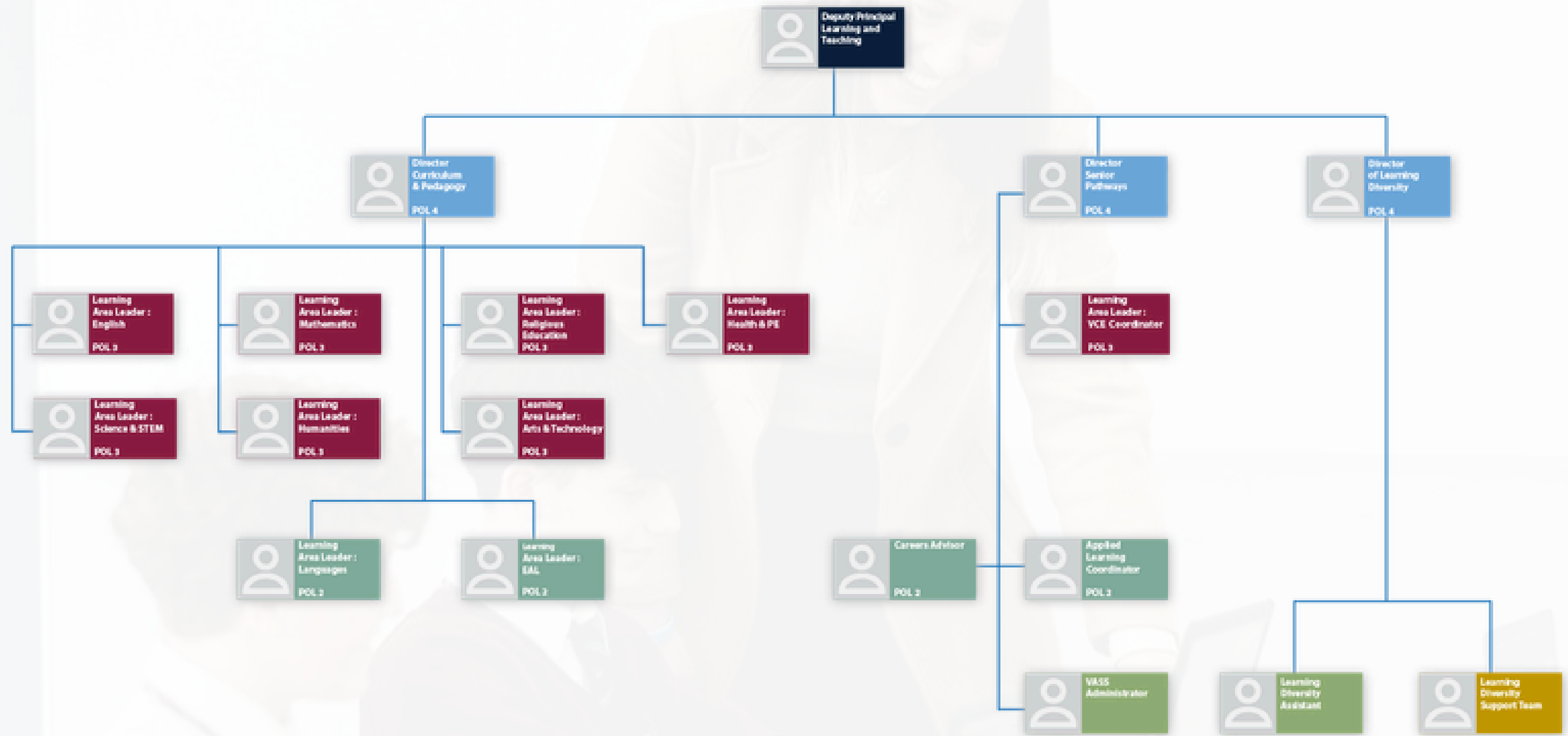
Staff and Operations



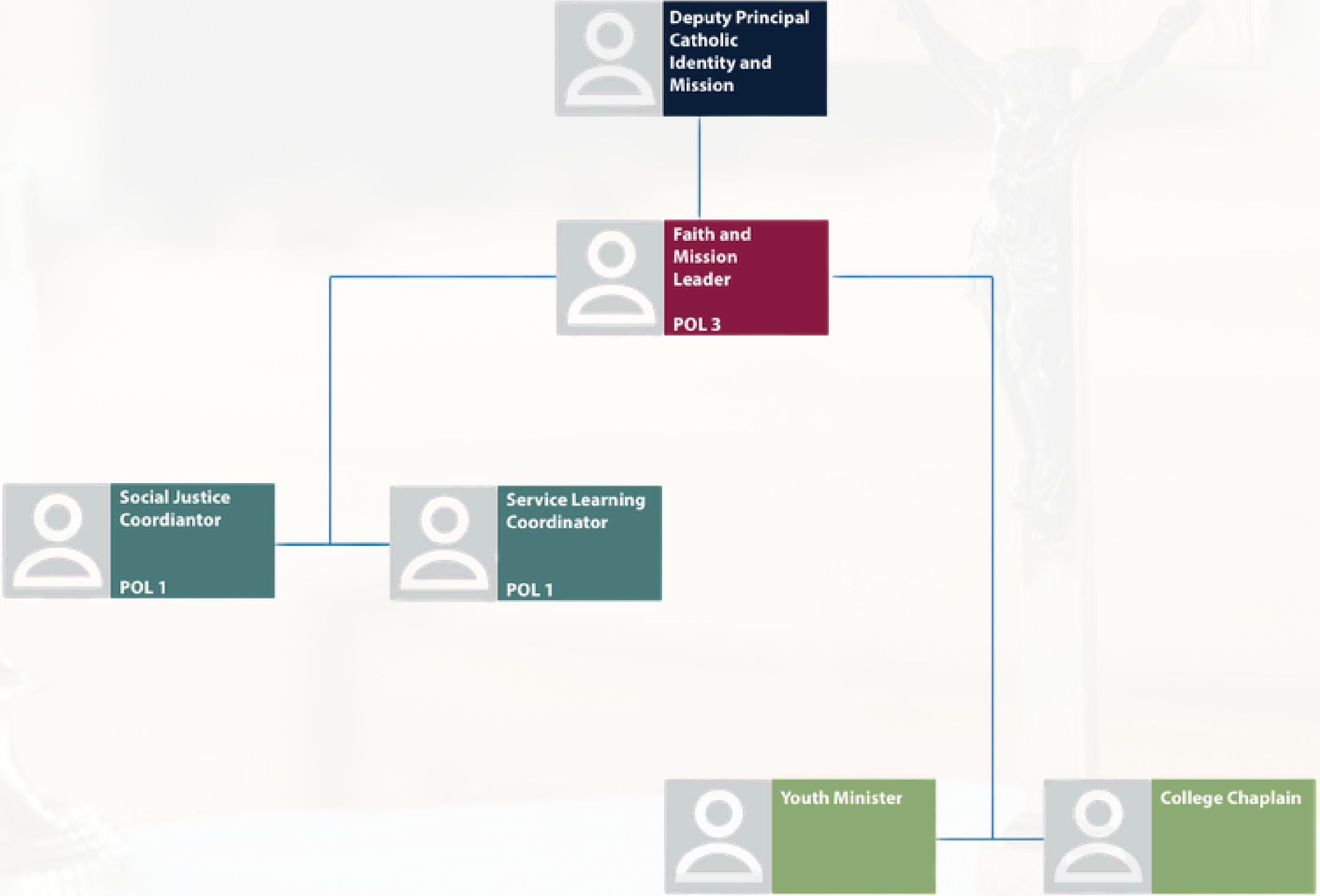
Student Engagement



Learning and Teaching



Catholic Identity and Mission



Staff and Operations

VICE PRINCIPAL Staff and Operations

POL 4	<u>Director of Timetabling and Operations</u>
POL 4	<u>Director of Student Programs</u>
POL 3	<u>Professional Learning Coordinator</u>
POL 3	<u>Camps and Cultural Immersion Coordinator</u>
POL 3	<u>Sports Coordinator</u>
POL 3	<u>Daily Organisation Coordinator</u>
POL 3	<u>College Events Coordinator</u>
POL 2	<u>Timetabling Assistant</u>
POL 2	<u>Music Performance Coordinator</u>
POL 1	<u>Assistant Sport Coordinator</u>





Student Engagement

DEPUTY PRINCIPAL Student Engagement

POL 4	<u>Head of School - Junior</u>
POL 4	<u>Head of School - Senior</u>
POL 3	<u>Year 7 Year Level Leader x 2</u>
POL 3	<u>Year 8 Year Level Leader x 2</u>
POL 3	<u>Year 9 Year Level Leader x 2</u>
POL 3	<u>Year 10 Year Level Leader x 2</u>
POL 3	<u>Year 11 Year Level Leader x 2</u>
POL 1	<u>House and Student Leadership Coordinator</u>
-	Community Liaison Officer

Learning and Teaching



DEPUTY PRINCIPAL Learning and Teaching

POL 4	<u>Director of Curriculum and Pedagogy.</u>
POL 4	<u>Director of Senior Pathways</u>
POL 4	<u>Director of Learning Diversity.</u>
POL 3	<u>Learning Area Leader: English</u>
POL 3	<u>Learning Area Leader: Mathematics</u>
POL 3	<u>Learning Area Leader: Religious Education</u>
POL 3	<u>Learning Area Leader: Health and PE</u>
POL 3	<u>Learning Area Leader: Humanities</u>
POL 3	<u>Learning Area Leader: Science and STEM</u>
POL 3	<u>Learning Area Leader: Arts and Technology.</u>
POL 3	<u>VCE Coordinator</u>
POL 2	<u>Careers Advisor</u>
POL 2	<u>Applied Learning Coordinator</u>
POL 2	<u>Learning Area Leader: Languages</u>
POL 2	<u>Learning Area Leader: EAL</u>
-	VASS Administrator
-	Learning Diversity Assistant

Catholic Identity and Mission

DEPUTY PRINCIPAL

Catholic Identity and Mission

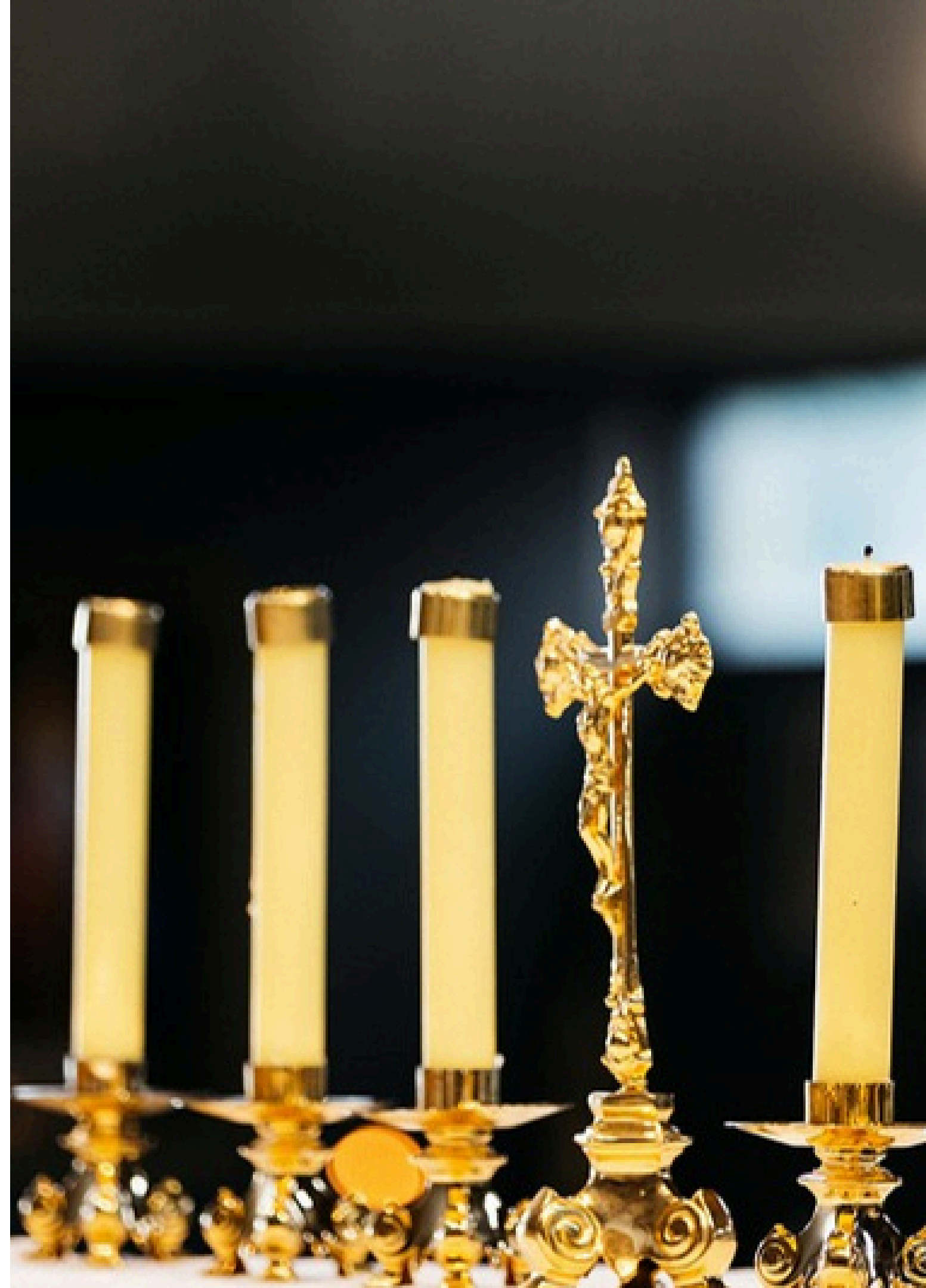
POL 3 Faith and Mission Leader

POL 1 Social Justice Coordinator

POL 1 Service Learning Coordinator

- College Chaplain

- Youth Minister



Positions of Leadership 2027-2029

STAFF & OPERATIONS VICE PRINCIPAL STAFF & OPERATIONS	STUDENT ENGAGEMENT DEPUTY PRINCIPAL STUDENT ENGAGEMENT	CATHOLIC IDENTITY & MISSION DEPUTY PRINCIPAL CATHOLIC IDENTITY AND MISSION
POL 4 Director of Timetabling & Operations	POL 4 Head of School - Junior	POL 3 Faith and Mission Leader
POL 4 Director of Student Programs	POL 4 Head of School - Senior	POL 1 Social Justice Coordinator
POL 3 Professional Learning Coordinator	POL 3 Year 7 Year Level Leader x 2	POL 1 Service Learning Coordinator
POL 3 Camps & Immersion Coordinator	POL 3 Year 8 Year Level Leader x 2	— College Chaplain
POL 3 Sports Coordinator	POL 3 Year 9 Year Level Leader x 2	— Youth Minister
POL 3 Daily Organisation Coordinator	POL 3 Year 10 Year Level Leader x 2	
POL 3 College Events Coordinator	POL 3 Year 11 Year Level Leader x 2	
POL 2 Timetabling Assistant	POL 1 House and Student Leadership	
POL 2 Music Performance Coordinator	— Community Liaison	
POL 1 Assistant Sports Coordinator		
LEARNING & TEACHING DEPUTY PRINCIPAL LEARNING & TEACHING		
POL 4 Director Curriculum & Pedagogy	POL 3 Learning Area Leader: Health & PE	POL 2 Applied Learning Coordinator
POL 4 Director Senior Pathways	POL 3 Learning Area Leader: Science & STEM	POL 2 Languages
POL 4 Director of Learning Diversity	POL 3 Learning Area Leader: Humanities	POL 2 EAL
POL 3 Learning Area Leader: English	POL 3 Learning Area Leader: Arts & Technology	— VASS Administrator
POL 3 Learning Area Leader: Mathematics	POL 3 VCE Coordinator	— Learning Diversity Assistant
POL 3 Learning Area Leader: Religious Education	POL 2 Careers Advisor	

Application Process

Applicants must submit their application via our [College Website](#).

Applicants require:

- **A current CV**
- **Academic transcript**
- **Cover letter and responses to the Key Selection Criteria**

Applications should be addressed to the College Principal, Mr Jamie Madigan.

Consideration will be given to both full-time and part-time staff (FTE of 0.8 or above for POL3 and 4 positions). All time release will be pro rata to the relevant FTE. These details will be confirmed by the Principal in consultation with the interview panel.

All applications are to be submitted by **9am Tuesday 9 June 2026**. Late Applications will not be accepted.

N.B. Interviews may occur in advance of the closing date.

Catholic Regional College Caroline Springs is committed to child safety and the wellbeing of all students. Candidates must have the right to live and work in Australia and be able to provide evidence of this.





📍 10-28 College Street, Caroline Springs
VICTORIA 3023

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✉️ enquiries@crccs.vic.edu.au

🌐 crccs.vic.edu.au

