



**Teacher Position  
Permanent  
(Re-advertised)**



## Our Vision

Connected and thriving  
communities of lifelong learners.

## Our Purpose

Empowerment through Learner-centred  
education and training.



### Integrity:

We assess our practices openly and honestly. We learn from our mistakes and meet our commitments. We value integrity: our actions match our words (we walk the talk), and our work contributes to a greater whole (our sum is greater than our parts).

### Inclusion:

We embrace the work necessary to create equity for all. We acknowledge painful histories, confront biases, change our policies and hold each other accountable.

### Collaboration:

We embrace working together in partnership with each other, students and a wide range of stakeholders. We value bringing together a spectrum of expertise, backgrounds and perspectives which fuels a culture of creativity and innovation.

### Innovation:

We do it the Novo way. Our success—and much of the fun—lies in developing new ways to do things.

## Our Acknowledgement

Novo Education Space acknowledges the traditional custodians of the lands on which we work and learn. We pay our respects to Elders past, present and future. We are committed to creating safe and welcoming learning centres for First Nations people to flourish and grow as future community leaders.



# Invitation from the CEO / Principal

Thank you for your interest in joining Novo Education as a Mentor Teacher - Shoalhaven in 2026.

This is an exciting time to be joining Novo Education. In the last few years we have worked hard to position ourselves and our students for the future, clarifying our purpose and strengthening our teams in alignment with our purpose, values and charter.

We are re-imagining learning spaces in which our students are in the driver's seat of their life, and our educators and wellbeing staff co-create each student's unique learning journey with them, to achieve the student's own self-determined goals.

Novo Education is a registration only school, meaning our students follow the NSW Education Standards (NESA) curriculum, but are not entered for the NESA credentials of Record of Student Achievement and the Higher School Certificate. This affords us the freedom to create meaningful and engaging teaching and learning programs across Key Learning Areas that are not driven by rigid assessment schedules, examinations and trying to cover extraordinary amounts of mandatory content. Our programs are accredited by the international body ASDAN. Our students focus on building portfolios to demonstrate the skills and knowledge they have acquired through their learning experiences. We focus on real-world skills that young people need to have for a productive future and to become positive contributors to their communities. Students can work towards Bronze, Silver and Gold certificates awarded by ASDAN and can also receive micro-credentials for short courses completed. We pro-actively support them to take their next steps into further education, training or employment.

If you like what you read and think you can contribute to the next stage of Novo Education, I warmly invite you to express your interest in the satisfying and rewarding role of Mentor Teacher - Shoalhaven with Novo Education. Come and join us ... we are all on a learning journey together.

**Natasha Osmond-Dreyer**  
**CEO The Community College**  
**Principal Novo Education**



**Natasha Osmond-Dreyer**



## Who are we?

Novo Education is an independent Special Assistance School for Years 9 to 12, registered with the NSW Education Standards Authority. Novo Education is part of WEA Co, a trusted community education provider with over 100 years of experience delivering inclusive, empowering education across the Illawarra.

At Novo Education we provide opportunities which create capable, confident and self-assured young people who are connected to their community and able to forge a path to a productive future. Our purpose is to achieve empowerment through learner-centred education and learning.

Many students at Novo Education have experienced trauma as a result of adverse childhood experiences. Our students may have significant gaps in academic achievement and find it difficult to learn in a large group setting, while sometimes presenting with social-emotional challenges in the school environment. They require additional planning, support and adjustments to access their learning.

We utilise the Berry Street model of trauma-sensitive, positive education, which encompasses a structured vision of wellbeing in the school community with case management support for each student. Our relationship practice is grounded in high expectations balanced with support and unconditional positive regard for our students.



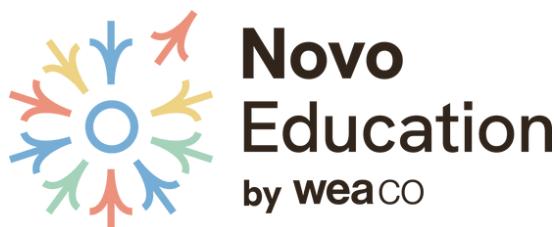


## The Novo team

At the core of Novo Education are teachers who work collaboratively in teams to deliver student-centred learning opportunities for young people experiencing educational disadvantage. Alongside our teachers, are Student Wellbeing Officers who work with students to proactively build skills that enable students to lead more successful and fulfilling lives.

Our senior executive includes our CEO who is also the Principal of Novo Education, and our Deputy Principal, Leader of Health and Wellbeing, Wollongong Head of Campus, Shoalhaven Head of Campus, Manager Governance, Risk and Compliance, Manager People and Culture and Senior Administration Officer.

The Board of WEA Co is the governing body for the school. As an Independent Special Assistance School, you might find that roles and responsibilities vary slightly from that of mainstream education. This is because we are constantly innovating to ensure our systems and roles directly meet the needs of our young people. It's exciting and fulfilling to be able to work deeply to meet the needs of our students. Our staff are creative, resilient, adaptable, brave learning high performers.





## The Role

- Full Time Mentor Teachers permanent position, commencing in January 2026 (Term 1).
- The role is classified under Schedule C of the WEA Co Enterprise Agreement 2019 at Band 1 to Band 3 (\$82,224 - \$126,755 per annum) depending on level of NESA accreditation:
  - Plus, employer contribution to Superannuation (12%)
  - Plus, 17.5% leave loading\*
  - Plus, Motor Vehicle Allowance (approved work journeys) \*
- Reports directly to the Head of Campus and works with the rest of the Shoalhaven Campus team.

## Staff Benefits

As part of our commitment to staff wellbeing and professional growth, we offer:

- Salary Packaging of up to \$15,900 per annum\*\*
- Meal Entertainment Card with a potential benefit of up to \$2,650 per annum
- Portable Device Packaging – package one eligible electronic device per FBT year (terms and conditions apply)
- Employee Assistance Program (AccessEAP) – confidential support for you and your immediate family
- Fitness Passport – access to a wide range of gyms and pools through our AISNSW membership
- Professional Development Days throughout the year
- Community of Practice sessions every Friday – dedicated time to reflect, collaborate and grow

\* These conditions are as per the WEA Co Enterprise Agreement 2019

\*\* Salary Packaging Available (WEA Co is a Public Benevolent Institution and as such can offer Fringe Benefits Tax exempt salary packaging up to \$15,900 per annum which has the potential to increase an employee's take home pay by reducing the amount of tax paid. Please note you should seek your own financial advice, and not take this as any form of financial advice.)

For further information and a confidential discussion regarding the position contact Kim Brady,  
Deputy Principal  
E: [kbrady@novo.nsw.edu.au](mailto:kbrady@novo.nsw.edu.au)  
M: 0466 650 954

# Role Requirements

## Working With Children Check

This position is designated as child-related employment. In accordance with the Child Protection (Working with Children) Act 2012 and the Child Protection (Working with Children) Regulation 2013, candidates will need to have a valid and current Working With Children Check (WWCC) clearance for paid employment as a condition of employment. Application for a WWCC Clearance can be made by visiting the Office of the Children's Guardian website.

<https://ocg.nsw.gov.au/working-children-check>  
**National Police Check**

WEA Co may require the preferred candidate to undergo a National Police Check to determine suitability for employment for the position, after the interview and prior to commencement.

## People with a Disability

If you are successful at gaining an interview and need anything to assist you at the interview please discuss this with the selection panel convenor.

Adjustments at Work – Rights of People with a Disability, Pre-existing Illness, or Injury  
It is WEA Co's policy to make reasonable adjustments in the workplace to meet the needs of people with a disability, illness, or injury. Adjustments may include changing aspects of the workplace or the job so that employees with a disability, illness or injury can use their skills effectively and candidates can compete based on their capabilities. If you are identified as the preferred candidate for a position you will be required to complete a Pre-Employment Health Declaration to disclose if you have a disability, pre-existing illness, or injury. The Declaration will assist us in understanding your capacity to safely carry out the inherent requirements of the position and consider any reasonable adjustments that may be required. The primary purpose of this declaration is to assist WEA Illawarra to ensure that no person is placed in an environment or given tasks that will result in physical or mental harm. It is not the intention of the

Pre-Employment Health Declaration to deny a person employment solely because of disability, illness or injury.

## Privacy Information Collection Notice

We collect, use, hold and disclose personal and sensitive information in accordance with the Privacy Act 1988 and the Australian Privacy Principles (APPs). A copy of our Privacy Policy is available by contacting WEA Co at 50-56 Auburn Street (PO Box 1472) Wollongong NSW 2500, or on 02 4226 1622, or e-mailing [info@weaillawarra.com.au](mailto:info@weaillawarra.com.au). In expressing your interest for this position you will be providing WEA Co with personal information.

If you provide us with personal information, for example, your name and address or information contained on your resume, we will collect the information in order to assess your expression of interest for employment. We may make notes and prepare a confidential report in respect of your expression of interest. We may keep this information on file if your expression of interest is unsuccessful in case another position becomes available.

WEA Co's Privacy Policy contains details of how you may complain about a breach of the APPs or how you may seek access to personal information collected about you. However, there may be occasions when access is denied. Such occasions would include where access would have an unreasonable impact on the privacy of others. We will not disclose this information to a third party without your consent.

We may be required to collect information about you in relation to certain criminal offences to meet our obligations under Child Protection laws.

WEA Co may store personal information in the "cloud", which may mean that it resides on servers which are situated outside Australia.

If you provide WEA Co with the personal information of others, e.g., referees, we encourage you to inform them that you are disclosing that information to us and why, that they can access that information if they wish, and that WEA Co does not usually disclose this information to third parties.

# How to Apply ?

At Novo Education, we appoint candidates on the basis of merit aligned to the selection criteria outlined in the Position Description. To ensure your application is eligible for consideration, please make sure it includes all four of the following components:

## 1. A Cover Letter (Max 1 page). Please include:

- Your full name
- Your contact details (email and mobile)
- The position you are applying for and whether you are available for a temporary role, permanent role or both.
- Current notice period.

Then, take the opportunity to tell us:

- What excites you about working at Novo
- How you see yourself living out our vision and purpose

This is your chance to help us get to know you beyond the CV, what drives you, what matters to you, and how you connect with our mission.

## 2. Your CV (Max 4 pages). Your CV should give us a clear picture of your:

- Education and qualifications
- Current role and responsibilities
- Previous work history
- Please check the Selection Criteria – Education and Experience and Selection Criteria – Other in the Position Description to confirm your alignment.

## 3. Selection Criteria Response (Max 4 pages). Referring to the Position Description, please respond to the:

- Selection Criteria – Knowledge and Skills – Essential (required)

For each criterion:

- Use it as a heading
- Describe clearly how you meet the requirement
- Support your response with specific examples from your experience

This is your opportunity to demonstrate your strengths and how they align with what we're looking for.

## 4. Referees (Minimum 3 required). Please include:

- Referee's full name
- Mobile phone number and email address
- One of your referees must be your current Principal

Important: By listing your referees, you are giving us permission to contact them at any stage of the recruitment process.

Please submit your application as a single PDF document, with all required components combined into one file. Your full name and contact phone number must be included in the header or footer of each page. When saving your application, please use the following file name format: FirstName\_LastName\_NESMTS\_Application (e.g. Taylor\_Smith\_NESMTS\_Application.pdf)

Email your application to [people@weaillawarra.com.au](mailto:people@weaillawarra.com.au) and address it to "Giovanni Villella (Manager People and Culture)".

Please be sure to include everything from the "How to Apply" checklist.

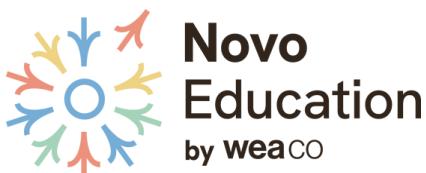
**Applications will be accepted until 11.59pm on Wednesday, 3 December 2025**

(Interviews will take place as applications are received.)

Only those applicants successful in gaining an interview will be contacted by phone.

If you are not successful in progressing to interview, you will not receive any further contact from us, as the volume of applications for positions is always very high, and we are not able to respond to each unsuccessful applicant.

## THANK YOU FOR YOUR INTEREST IN **NOVO EDUCATION SPACE**



**4226 1622**

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[www.novo.nsw.edu.au](http://www.novo.nsw.edu.au)

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