



POSITION DESCRIPTION

Position Title	ELC Early Childhood Teacher
Reporting to	Director of ELC
Type of Position	Casual (CRT)
Position Hours	Casual
Review Date	July 2026

Summary

Bayside Christian College is a coeducational, ELC to Year 12 Christian College. Bayside Christian College “exists to help parents equip their children for effective, God-glorifying lives as Christians in the world” (Constitution p. 8). It is therefore an inherent requirement of this teaching role that the holder is a committed Christian as demonstrated by consistent active and faithful attendance and service with a local Christian church.

As the ELC Early Childhood Teacher frequently interacts with students and staff during the course of employment, the role entails the direct modelling of the Christian faith, in word and deed, in our Christian learning community through such practices of faith as:

- Praying for the welfare of the College community, its students, parents and staff
- Participation in staff devotions, including leading such devotions from time-to-time
- Demonstrating the Lordship of Christ over all creation including education and work
- Respecting students, parents and staff as fellow image bearers of God and co-workers in His ongoing Kingdom purposes of restoring and redeeming His creation
- Where appropriate, supporting teachers in classes with the delivery of the teaching and learning process, consistent with Bayside’s Christian worldview perspective.

Position Overview

The Early Childhood CRT is responsible for delivering high-quality education and care in the absence of the regular teaching staff. The CRT supports the spiritual, cognitive, social, emotional, and physical development of children aged 3–5 years within a Christian framework. They will work collaboratively with other educators and staff to maintain a safe, inclusive, and inspiring learning environment.

Position Responsibilities

Teaching and Learning

- Deliver the day’s learning program based on the regular teacher’s plans or adapt activities in alignment with Victorian Early Years Learning and Development Framework (VEYLDF) and Christian values.
- Create a warm, engaging, and inclusive environment that supports children’s curiosity and love of learning.
- Foster children’s spiritual growth by incorporating Christian stories, songs, and values into daily interactions.

- Provide consistent, nurturing care and build trusting relationships with children.
- Support children's wellbeing and behaviour in a Christ-like manner, modelling kindness, patience, and respect.
- Observe and respond to children's developmental needs.

Professional Conduct

- Uphold the mission, vision, and Christian ethos of the College in all interactions.
- Communicate professionally and respectfully with staff, students, and families.
- Comply with the school's policies and procedures, including child protection, health and safety, and duty of care.

Qualifications and Experience

Essential:

- Bachelor of Early Childhood Education or equivalent qualification (ACECQA approved).
- Current registration with the Victorian Institute of Teaching (VIT).
- Current First Aid, Anaphylaxis, and Asthma Management training.
- Understanding of the Early Years Learning Framework and National Quality Standards.
- A committed Christian who actively supports the College's Statement of Faith and ethos.

Desirable:

- Experience in a Christian or independent school setting.
- Familiarity with play-based or inquiry-based learning approaches.

Person Specification

- A sound understanding of and commitment to the Christian mission and philosophy of the College.
- Be an active member of the Christian church.
- Ability to work under time pressure and to tight deadlines in a fast paced environment.
- Ability to work autonomously and as part of a team.
- Strong planning and organisational skills.
- Displays careful attention to detail, presentation and cleanliness, as well as a strong focus on safety.
- Demonstrated capacity to prioritise, meet deadlines and manage time effectively.
- Strong written and verbal communication skills, including the ability to build rapport with staff and students.
- Must be able to demonstrate an understanding of appropriate behaviours when engaging with children.

It is a requirement of this position that the College's Child Protection Policy and Child Safety Code of Conduct are adhered to at all times. All staff and volunteers will need to demonstrate that they are familiar with the contents of the College's Child Protection Policy and Child Safety Code of Conduct.

This Position Description may change at the discretion of the Principal and is subject to annual review.