



WILDERNESS  
SCHOOL

# DEPUTY PRINCIPAL - STUDENT EXPERIENCE

Candidate Pack





## ABOUT WILDERNESS SCHOOL

**Wilderness School is a leading ELC to Year 12 day and boarding school for girls, located in Medindie, South Australia.**

With a history spanning over 140 years, Wilderness School is committed to providing an exceptional education built on excellence, integrity, and empowerment.

Wilderness fosters a culture of respect and innovation, ensuring every student has the opportunity to reach her full potential. The School's unique educational philosophy balances academic excellence with personal development, preparing students to thrive in an increasingly complex and interconnected world.

Our School values and traditions have been kept alive in a happy and caring family atmosphere, combined with academic excellence of which they would have been proud.

Wilderness School has always believed in higher education and self-reliance for girls, and today, we live our values through the progressive education we deliver and through the young Wilderness women who lead lives of compassion and social justice.

The School is founded in the belief for unlimited kindness in relationships, joy in learning, a spirit of humility and the balance between seeking individual excellence and generous service to the community. These values guide every part of Wilderness School's culture, relationships, teaching and learning programs.

Today we are a School of just over 850 girls, from Reception to Year 12. We also host Mamies and Annies – our 3 and 4 Year old ELC girls.

Beyond academic measures, Wilderness girls are valued as individuals, and wellbeing is interwoven throughout the School. Positive and healthy personal relationships are a key priority and success is identified in its various forms. Student leadership is cultivated and girls are ready for their future as ethically conscious global citizens.

The Wilderness School was established in 1884 by Miss Margaret Hamilton Brown who was later in life awarded the Order of the British Empire (OBE) for her services to education in South Australia.





**BEAUTIFUL SPACES, THOUGHTFULLY  
DESIGNED TO INSPIRE FUTURE LEADERS.**

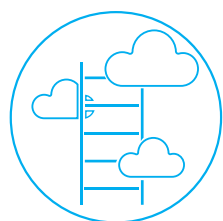
## WHY JOIN WILDERNESS SCHOOL?

Wilderness School is committed to developing future-focused educational leaders. We place great value on our team and offer the opportunity for a rewarding career. Here are some of the highlights:

- » Strong leadership team committed to academic excellence and student wellbeing
- » Opportunity to shape strategic initiatives and influence school-wide educational programs
- » Investment in professional development and leadership growth
- » Competitive salary
- » Onsite undercover carpark
- » Access to onsite amenities, including a café, weekly wellbeing programs, and inhouse professional learning opportunities
- » Supportive and engaged school community



# OUR DISTINCTIVE APPROACH



## MISSION

To enable each girl to be the best that she can be throughout her life.



## VISION

Wilderness School will be a world leader in girls' education. We will equip each girl to succeed in her personal and professional life.



## VALUES

At Wilderness School we promote, enable and nurture:

### Respectful Relationships

Compassionate, kind, friendly and hospitable girls who form and maintain healthy and fulfilling relationships.

### Adventurous Learning

Creative, independent and collaborative learners who seek excellence and success.

### Responsible Citizenship

Responsible, respectful and generous global citizens and leaders, who act with integrity for a socially just world and a sustainable future for the Earth.

### A True and Courageous Self

Resilient, vibrant and spiritually aware girls, confident in themselves and appreciative of others.







## EXCEPTIONAL EDUCATION

At Wilderness School, success is not limited to just a few girls or a few subject areas, it is widespread. We prepare each girl for the exceptional life we hope she will lead—personally and professionally.

Once again, our students have achieved excellent results. There were 90 girls who applied for the ATAR in 2024.

**WILDERNESS STUDENTS ACHIEVED**

**91 MERIT LISTINGS**

**IN THE FOLLOWING SUBJECTS:**

- » Activating Identities and Futures
- » Biology
- » Chemistry
- » English
- » English Literary Studies
- » General Mathematics
- » Industry and Entrepreneurial Solutions
- » Legal Studies
- » Mathematical Methods
- » Music Performance - Ensemble
- » Music Performance - Solo
- » Physical Education
- » Society and Culture
- » Specialist Mathematics

**OF THE 2024 COHORT:**

**14%**

**14% OF OUR YEAR 12 STUDENTS WERE PLACED IN THE TOP 1% NATIONALLY**

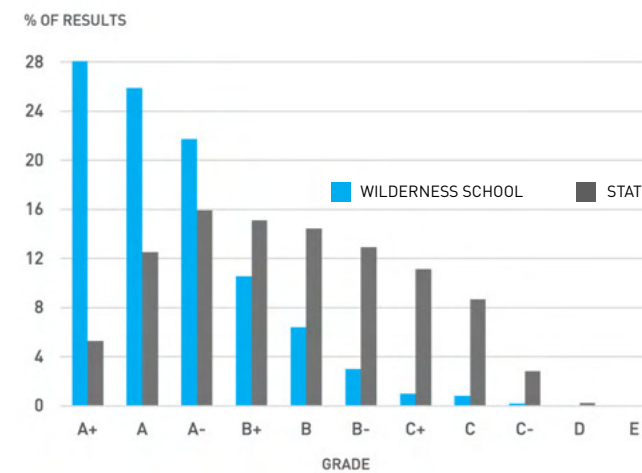
**47%**

**47% OF OUR YEAR 12 STUDENTS WERE PLACED IN THE TOP 5% NATIONALLY**

**64%**

**64% OF OUR YEAR 12 STUDENTS WERE PLACED IN THE TOP 10% NATIONALLY**

### 2024 GRADE DISTRIBUTION



**TWO WILDERNESS STUDENTS AWARDED**

The Governor of South Australia Commendation Excellence Award

**15 WILDERNESS STUDENTS ACHIEVED UNIVERSITY HIGH DISTINCTIONS**

- » Arts
- » Business
- » Health Sciences
- » Law
- » Social Sciences





## LIVING AND WORKING IN ADELAIDE

Adelaide, the capital city of South Australia, offers a unique blend of cultural vibrancy, natural beauty, and exceptional liveability.

Originally called Tarntanya (red kangaroo place) by the Kaurna people, the original custodians of the land, Adelaide has a rich history dating back to its European settlement in 1836. Surveyor Colonel William Light was charged with designing the city, resulting in the world's only city within a park, which it still is today.

The city is set against the banks of the River Torrens, with wide, sweeping boulevards in a grid format, surrounded by 900 hectares of lush, green parklands. As Adelaide has grown into a thriving city, Light's vision continues to shape it, and it's no surprise that Adelaide is consistently voted one of the most liveable cities in the world by The Economist.<sup>1</sup>

### World-Class Wine Regions

Just a short drive from Adelaide, you'll find renowned wine regions such as the Barossa Valley, McLaren Vale, and the Adelaide Hills. These areas are celebrated for their stunning landscapes, world-class wineries, and gourmet dining experiences, offering a peaceful escape from the demands of work.

### A Hub of Arts and Culture

Adelaide is known for its dynamic arts and music scene, with prestigious festivals like the Adelaide Fringe, WOMAdelaide, and the Adelaide Festival drawing both national and international talent. The city's thriving cultural life is reflected in its galleries, theatres, and public events, making it an exciting and inspiring environment for creative minds.

### Family-Friendly Environment

Adelaide's family-friendly appeal is reflected in its beautiful parks, relaxed pace of life, and excellent schools. The city offers a supportive community and a wide range of activities, making it an ideal location to balance a rewarding career with family life. The stunning Botanic Gardens and Adelaide Zoo provide plenty of opportunities to enjoy nature and family time.

### Beaches & Outdoor Lifestyle

With its pristine beaches, hiking trails, and Mediterranean climate, Adelaide offers an enviable outdoor lifestyle. Whether you're enjoying a day by the sea, exploring the hills, or taking part in one of the many outdoor events, the city's natural beauty provides a perfect setting for relaxation and recreation.



# CREATE MEANINGFUL IMPACT

A Wilderness, education extends beyond the classroom. We nurture the whole girl—mind, body, and spirit. The Deputy Principal - Student Experience will play a key role in a dynamic and supportive environment where every girl can thrive proactively and drive some of our core focus areas including: Co-Curricular, Global Opportunities, Student Wellbeing, and Student Experience.

## CO-CURRICULAR

Learning happens everywhere. Our extensive co-curricular program encourages students to explore passions, hone talents, and build friendships.

From music, drama, and sports to academic clubs, leadership initiatives, and service projects, every girl finds opportunities to grow beyond the classroom.



## GLOBAL OPPORTUNITIES

Global connections are important. One of these include Round Square, where students engage in international projects that foster leadership and global awareness.

For over 20 years, our Nepal partnership has provided hands-on service-learning. Every three years, students embark on a 22-day journey, combining a trek with meaningful community engagement.

Exchange programs in New Zealand, South Africa, and Australia, along with trips to China, Japan, and Europe, expand students' perspectives.



The Deputy Principal - Student Experience weaves these holistic learning opportunities together, ensuring every Wilderness girl graduates with confidence, skills, and a global perspective.

## STUDENT WELLBEING

Wellbeing is central to a Wilderness education. Through pastoral care and social-emotional learning, we help students build resilience and confidence.

Artemis, our wellbeing program, develops life skills essential for relationships and self-awareness. Our House system fosters belonging, ensuring every girl is supported by peers and mentors.

## STUDENT EXPERIENCE

Empowering girls to take ownership of service is key to developing their potential. Wilderness School has partnerships with the Alliance of Girls' Schools, Girl Up, and the Sony Foundation who provide advocacy and service opportunities.





# POSITION DESCRIPTION

## Our School

Wilderness School is a non-denominational girl's school educating students from Early Learning Centre through to Year 12. Since 1884, Wilderness School has prepared girls to be adventurous, courageous, responsible, and respectful learners and leaders. The legacy of our Founders, the Misses Browns, continues today and is a rich and integral part of our school culture.

Staff members at Wilderness School are required to uphold the values and the reputation of our school and community by:

- » Conducting their relationships with respect and kindness.
- » Demonstrating high behavioural, moral, ethical, and professional work standards.
- » Working together to successfully manage change.

At Wilderness School, we have a shared definition of leadership and are committed to the growth of others. We are:

- » Respectful leaders who demonstrate kindness and empathy and form healthy fulfilling relationships with others, honouring their dignity.
- » Responsible leaders who are trustworthy and reliable. We understand others' rights and act with integrity, matching our purposes with congruent actions and words.
- » Adventurous leaders who are reflective, self-authoring, values driven and purposeful.
- » True and courageous leaders who are agents of growth and change. We are committed to the ongoing growth of our leadership and team members.

## Role Purpose

In accordance with the Mission, Vision, Values, and the Strategic Priorities of Wilderness School the Deputy Principal – Student Experience is responsible for effectively leading, managing and supporting staff and leaders to fulfil the planning, delivery, evaluation, and improvement of student experiences successfully and purposefully.

The key responsibilities of this position are to ensure opportunities for students to achieve success and be celebrated. This includes the development, management, and evaluation of high quality cocurricular, extracurricular and wellbeing programs and events.

The Deputy Principal – Student Experience works in partnership with the Deputy Principal - Learning and Teaching, Heads of School, and leaders to ensure Wilderness students' learning experience is world-class.

The Deputy Principal – Student Experience also works in partnership with the School Leadership team and Principal for special tasks, as required and will Deputise for the Principal when required.

There is a teaching component to this role.





## Key Areas of Responsibility

<p><b>Leads Student Experience</b></p> <ul style="list-style-type: none"> <li>» Together with the other members of the School Leadership Team, ensure that policies, programs, and practices in the School reflect the Mission, Vision, Values and Strategic Priorities.</li> <li>» Pursue an understanding of current and future educational initiatives and their implications on a local, national, and global level, as well as for the professional practice of leaders and teachers.</li> <li>» Build and maintain connections and networks with relevant educational leaders and institutions in Australia and internationally.</li> <li>» Design and lead the structures and systems for wellbeing, cocurricular and extracurricular opportunities, ensuring sustainability for the School and students.</li> <li>» Lead staff and managers to ensure the provision of rich, relevant and viable School programs and events to complement the curriculum.</li> <li>» Ensure the efficient management of all school events, guaranteeing the highest levels of risk management, developing, and embedding policies and procedures.</li> <li>» Lead staff and managers to ensure agreed processes and practices are followed in planning, approving and executing programs and events.</li> </ul>
<p><b>Develops Self and Others</b></p> <ul style="list-style-type: none"> <li>» Regularly reflect and seek feedback on own leadership.</li> <li>» Participate in leadership development opportunities offered by the School, including informal and formal reflection.</li> <li>» Maintain ongoing knowledge of current trends in educational leadership.</li> <li>» Conduct regular check-ins with relevant staff and managers and adjust expectations and practices in response to feedback.</li> <li>» Act swiftly and sensitively to the concerns of members of staff, demonstrating kindness, patience and persistence when resolving issues.</li> <li>» Establish high expectations for staff through supporting, developing, and modelling best practices in professional collaboration.</li> </ul>
<p><b>Student, School and Community Outcomes</b></p> <ul style="list-style-type: none"> <li>» Contribute to strategic School improvement</li> <li>» Contribute to the broad leadership and culture of the school, including being a strong presence across school events, daily functions and at extracurricular and cocurricular activities.</li> <li>» Work with the Deputy Principal – Learning and Teaching to ensure the school calendar strategically balances academic priorities with co-curricular, wellbeing and leadership opportunities, optimising student engagement and avoiding overload.</li> <li>» Promote and manage a diverse and sustainable range of extracurricular opportunities that cater to students' interests, talents, and skills.</li> <li>» Ensure the alignment of student leadership structures and processes across the School(s).</li> <li>» Support the Head of School with escalated student welfare or behavioural issues as required to maintain a safe and respectful learning environment.</li> <li>» Communicate effectively with current, prospective, and past students and families, staff, and the wider School community.</li> </ul>

<p><b>Reporting and Review</b></p> <ul style="list-style-type: none"> <li>» Report on activity specific KPI's.</li> <li>» Manage, monitor and report on budgets.</li> <li>» Oversee and critically evaluate budget allocations and expenditures within areas of responsibility, ensuring financial resources are used effectively, align with strategic priorities, and deliver value for student outcomes.</li> <li>» Evaluate program outcomes, reporting against planned and actual.</li> <li>» Plan for future developments of student programs.</li> <li>» Analyse and utilise attendance, engagement and wellbeing data to ensure proactive strategies are implemented to enhance student outcomes.</li> <li>» Key performance indicators (KPIs) and performance expectations will be negotiated with the Principal and reviewed annually to ensure alignment with strategic priorities and ongoing professional</li> </ul>
<p><b>Compliance and Risk Mitigation</b></p> <ul style="list-style-type: none"> <li>» Ensure School activities are supervised appropriately by qualified staff.</li> <li>» Ensure compliance and provide a safe and equitable workplace by adopting safe work practices and following procedures and policies.</li> <li>» Ensure compliance with all statutory, legal, and ethical obligations and compliance audits.</li> <li>» Identify and implement risk minimising strategies and practices.</li> <li>» Fulfil the role of the School's Chief Warden and as a member of the Critical Incident Team</li> <li>» Review emergency response plans, ensuring the safety and well-being of students and staff during crisis situations.</li> <li>» Conduct regular drills and training exercises to ensure everyone is well-prepared for various emergencies.</li> </ul>
<p><b>Collaboration and Teamwork</b></p> <ul style="list-style-type: none"> <li>» Work collaboratively and cooperatively as a member of the School Leadership Team.</li> <li>» Deliver high-level leadership and collaboration with internal and external community members.</li> <li>» Support the Head of Boarding with student boarding experience</li> <li>» Nurture and develop relationships across the broader community in collaboration with the Head of Advancement.</li> </ul>



## Qualifications and Experience

Appropriate academic qualifications, including a South Australian Teaching Registration Certificate, with a background suitable for the role.

Proven success in program development, financial management, and performance metrics.

Strong leadership and stakeholder engagement skills, with a track record of fostering collaboration, developing and implementing ideas, and building trust-based relationships.

Demonstrated creativity and initiative, proficient in multitasking in a fast-paced environment, with strong ICT skills.

Excellent administrative, strategic thinking, and problem-solving capabilities.

Ability to work effectively as part of a team, supporting Leadership and Principal decisions, and maintaining professionalism and discretion.

Current Child-Related Screening Clearance, completed Responding to Abuse and Neglect Training.

### Desirable

5 or more years of experience in a School Leadership role.

Relevant post graduate qualifications in education, leadership and/or business management.

Involvement in relevant professional communities.

## Personal Qualities

Leadership – acts as a role model, inspires others, coaches, and mentors.

Communication – promotes an environment of open communication. Has highly developed written, verbal, listening and presentation skills.

Integrity and confidentiality – keeps high levels of confidentiality and cultivates credibility and honesty.

Change management – creates an open climate of creativity, innovation, and acceptance. Engages and champions for results.

Adaptability and flexibility – adapts to changes in the work environment, manages competing demands and is able to adjust to frequent change, delays, or unexpected events with a positive mindset.

Relationships – demonstrates excellent interpersonal skills and ability to develop strong relationships with students, staff, parents, community members and other agencies and organisations in/relating to education.

Organisation – prioritises and organises, is responsive and efficiently uses time.

Values – aligns with the values of the school and an ability to engage with students and colleagues with a warm, caring, and friendly approach.

## Conditions

Out of hours' work is an essential component of this role.

Work from any other metropolitan location as required.

Some Interstate and Intrastate travel is a requirement of this position.

The School reserves the right to modify and adjust position descriptions to meet its operational and strategic need.

The Principal reserves the right to assign additional tasks and responsibilities as required, in alignment with the needs of the School.

The successful applicant will be required to undergo a Working with Children Check and Responding to Risks of Harm, Abuse and Neglect Training. In addition, you are required to adhere to the School's Child Protection Policy.





# LEADERSHIP AND GOVERNANCE

The leadership team plays a crucial role in shaping the future of the school, driving strategic initiatives, and fostering a culture of collaboration and innovation.

As part of this leadership, the Deputy Principal will contribute to the continued growth of the School's academic programs, student wellbeing initiatives, and operational excellence.



**Belinda Arnfield**  
Principal



**Brad Snell**  
Deputy Principal -  
Teaching & Learning



Deputy Principal -  
Student Experience



**Paula Jolly**  
Business Manager



**Andrea Petruzella**  
Director of Marketing  
& Communications



**Heather De Blaiso**  
Director of Leadership  
& Human Potential



**Kate Hanson**  
Head of Senior School



**Rhiannon Giles**  
Head of Middle School



**Liz McCarthy**  
Head of Junior School





WILDERNESS  
SCHOOL

30 Hawkers Road, Medindie SA 5081

Phone + 61 8 8344 6688

[www.wilderness.com.au](http://www.wilderness.com.au)

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