



School Principal Position Description

Initial Fixed Term Appointment for up to 2 years.

Reporting to: The Armidale Waldorf School Board.

Salary: Negotiable, based on experience.

Indicative Start Date: January 2027

NB: See 'How to Apply' instructions below.

About our School

The Armidale Waldorf School is an independent, co-educational school that teaches according to the educational philosophy of Rudolf Steiner. The School has grown since 1985 through the guidance, care and contributions of many, to a student population of over 150 students and now provides a comprehensive education from preschool, kindergarten and primary, through to secondary and senior years, that works clearly out of anthroposophy, focusing on the whole person and providing children with a foundation for life and inspiring them toward fulfilment of their destiny.

The School is a space and a community where students are educated to take their place in the world in a meaningful way for humanity, secure in their earthly existence, their souls nourished and their creative spirits liberated.

Located in the New England Tablelands in Armidale NSW, the Armidale Waldorf School is nestled in a naturally beautiful landscape and open bush setting which is appreciated and cared for by all.

The School is incorporated as a not-for-profit company limited by guarantee, registered and accredited by the NSW Education Standards Authority, a member of both Steiner Education Australia and Independent Schools NSW and regulated by the ACNC.

The School is currently seeking its next inspirational leader to help shape the next chapter of the Armidale Waldorf School's story.

Role of School Principal

The School Principal is the educational leader and Public Officer of the School.

The Principal is responsible to the Board for the leadership, management and performance of the School and for implementing the strategic direction approved by the Board.

The Principal leads with and through collaboration with staff, students, families, the College of Teachers and the wider school community to foster a thriving learning environment consistent with the values and educational philosophy of Rudolf Steiner.



While the Principal retains overall accountability for the effective operation of the School, responsibilities may be delegated to members of the leadership team and other staff in accordance with approved policies, delegations and organisational arrangements.

The Principal's key responsibilities include:

1. Educational Leadership

- Lead and promote high-quality teaching, learning and student wellbeing consistent with Steiner education.
- Support the educational and pedagogical work of the College of Teachers.
- Foster a positive, inclusive and student-centred learning culture.
- Ensure the School meets applicable curriculum, accreditation and educational standards.

2. Strategic Leadership and Improvement

- Implement the School's strategic plan as approved by the Board.
- Identify and advise on emerging strategic opportunities, risks and challenges.
- Align operations with the School's vision, mission and ethos.
- Contribute to activities which support the long-term sustainability and growth of the School.

3. Leadership of People and Culture

- Develop leadership capability and professional growth across the School.
- Build a culture of collaboration, accountability, wellbeing and mutual respect.
- Lead workforce planning and support effective performance and development processes.
- Ensure staff decisions are undertaken in accordance with School policies and delegated authorities.

4. Governance, Operations and Stewardship

- Ensure the effective management of the School's resources, finances, facilities and operations.
- Implement Board-approved policies and decisions.
- Maintain systems for compliance, risk management and safeguarding.
- Provide timely and effective advice and reporting to the Board.
- Ensure all statutory and regulatory obligations are met.

5. Community Engagement

- Build and sustain positive relationships with students, families, staff and the broader community.



- Act as the principal representative and ambassador for the School.
- Promote open communication, inclusion and community participation.
- Strengthen partnerships that support the School's mission and future development.
- Be responsible for the proper conduct and management of the School consistent with the objectives, policies and budgets, financial delegations and strategic direction as provided by the Board from time to time.

School Principal Selection Criteria include:

The key capability areas and personal attributes of the Armidale Waldorf School Principal include the following:

Leading Teaching and Learning

- i. Experience in educational leadership and commitment to student growth and wellbeing.
- ii. Understanding of, or commitment to develop understanding of, Steiner education.

Commitment to Developing Self and Others

- i. Ability to build capability, develop leaders and foster professional learning.

Leading Improvement, Innovation and Change

- i. Strategic thinking and capacity to lead improvement and organisational development.
- ii. Active in responding to emerging educational and operational needs.

Leading the management of the School

- i. Sound capability in governance, finance, compliance, risk and operational leadership.

Engaging and Working with the Community

- i. Strong relationship-building, communication and stakeholder engagement skills.

Personal Attributes:

- i. Integrity, authenticity and sound judgement.
- ii. Commitment to the values and ethos of the School.
- iii. Courage, resilience and professionalism.
- iv. Reflective practice and a willingness to learn.
- v. Collaborative and inclusive leadership style.
- vi. Capacity to balance educational, community and operational priorities.
- vii. Meet all eligibility criteria required for working in a NSW School environment.



How to apply:

Applications are now open and candidates are requested to submit applications by or before Monday 14 September 2026.

The School welcomes your enquiries in relation to this role and will treat all enquires and applications as confidential.

Should you have questions or would like to discuss this role, please contact in the first instance the School's Board Secretary.

Gabrielle Price

Board Secretary

M: 0467 035 480

E: board@waldorf.nsw.edu.au

In support of your application please provide:

1. A cover letter addressing the selection criteria and which includes a statement of your educational philosophy
2. A copy of your CV
3. Details of two referees with whom you have had a reporting relationship.

Applications will be reviewed as received and the School may interview and appoint before the closing date of **14 September 2026**.

Other: Some further background regarding the city of Armidale

Armidale, roughly halfway between Sydney and Brisbane, is located on the Traditional lands of the Anaiwan people and is surrounded by lands of the Gumbaynggirr, Dhunghutti, Kamilaroi and surrounding Nations.

Armidale is a dynamic regional city that offers the professional opportunities of a major inland centre together with the lifestyle benefits of the New England 'High Country'.

Renowned for its strong education sector, vibrant arts community and welcoming atmosphere, Armidale provides an attractive balance between career development and quality of life.

Surrounded by national parks, waterfalls, gorges and extensive bushland, the region offers outstanding opportunities for people who enjoy nature, outdoor recreation and environmental sustainability, while still providing excellent services, cultural activities and community connections.