

Environmental & Sustainability Coordinator Job Description

Primary purpose

The Environmental & Sustainability Coordinator is a leadership role held in addition to a classroom teaching position. The primary purpose of this role is to lead the pedagogical and curricular integration of sustainability across the College. This role ensures that students develop a deep understanding of ecological stewardship, systems thinking, and environmental ethics, aligned with the Freshwater Standards and the Australian Curriculum's Cross-Curricular Priorities.

Nature of the Appointment

1. *Classroom Teaching*: The Coordinator maintains an active classroom teaching load. For the specific duties, expectations, and pedagogical requirements of this component, refer to the Secondary Teacher Job Description.
2. *Non-Contact Time Allowance*: A dedicated allowance is provided to facilitate curriculum mapping, teacher coaching, and student project mentorship.
3. *Financial Allowance*: This position is recognised as a role of added responsibility and carries a financial allowance (loading) in addition to the standard teacher's salary.

Relationships

The Environmental and Sustainability Coordinator reports directly to the Head of Secondary.

Key Responsibilities

1. *Instructional Leadership & Curriculum Design*
 - a. Curriculum Mapping: Audit and refine the 7-12 scope and sequence to ensure the "Sustainability" Cross-Curriculum Priority is authentically embedded in all Learning Areas (English, Maths, Science, Humanities, etc.).
 - b. Syllabus Innovation: Lead the faculty in developing "Green" units of work that meet QCAA and Australian Curriculum standards while challenging students to solve real-world environmental problems.
 - c. High-Impact Stewardship Pedagogy: Model and promote inquiry-based and service-learning models that take students beyond the classroom and into "living laboratories" (nature-based learning).
 - d. Literacy & Numeracy in Sustainability: Support teachers in using environmental data and scientific texts to improve core student outcomes in literacy and numeracy.
2. *Student Agency & Leadership*
 - a. Student Agency: Mentor a high-profile student leadership group, empowering them to design and lead peer-to-peer educational campaigns and school-wide awareness initiatives.
 - b. Global Citizenship: Facilitate opportunities for students to engage with global environmental issues, ethics, and Christian perspectives, fostering a sense of hope and agency.
 - c. Extracurricular Programs: Oversee clubs or competitions (e.g., STEM challenges, environmental debating, or youth summits) that extend high-achieving students in this field.

3. *Data-Driven Learning Improvement*

- a. Assessing Impact: Work with the Curriculum and Pedagogy Team to develop methods for measuring student growth in "Ecological Literacy" and critical thinking.
- b. Evidence of Learning: Curate and showcase student work, projects, and research to the broader College community to celebrate academic achievement in sustainability.

4. *Staff Development & Coaching*

- a. Teacher Mentorship: Provide specialised coaching for staff on how to integrate complex environmental concepts (such as circular economies or biodiversity) into their specific disciplines
- b. Professional Learning: Lead faculty workshops on contemporary environmental research and how to teach sensitive or complex ecological topics through a Christian worldview.

5. *Resources for Learning*

- a. Educational Resources: Identify and procure high-quality digital and physical resources (textbooks, datasets, VR experiences) that enhance the environmental curriculum.
- b. Theological Alignment: Ensure all environmental teaching materials reflect the College's Christian values, focusing on the biblical mandate to be stewards of the Earth.

Selection criteria

Essential

1. Relevant teaching qualifications and current Queensland College of Teachers registration.
2. Full alignment with the values, virtues, and Christian beliefs of Freshwater Christian College.
3. The ability to affirm, uphold and model the College's Statement of Faith, Freshwater Standards, and the Staff Code of Conduct at all times.
4. Successful teaching experience in collaborative, innovative, and caring school educational environments.
5. Demonstrated expertise in the Australian Curriculum.
6. Experience in providing clear communication to a broad range of stakeholders.
7. Strong interpersonal and relationship-building skills to deal with a diverse community of interests and needs within the school community.

Highly Regarded

1. Postgraduate studies in education.
2. Evidence of successful implementation of project-based learning (PBL) in a secondary setting.

Note

This document provides a general overview of the major duties and responsibilities for this position; it is neither exhaustive nor all-inclusive. The incumbent may, therefore, be required to perform additional work duties for Freshwater Christian College not specifically detailed herein. Freshwater Christian College reserves the right to modify this job description from time to time in consultation with the incumbent, based on the College's operational needs.

Status	Approved	Supersedes	v1
Version	v1	Authorised by	Principal
Last reviewed	3/03/2026		
Review cycle	It is intended that this job description will be formally reviewed every three years or thereabouts, but may be amended sooner if triggered by changes in law, operational shifts, or as part of our commitment to continuous improvement.		