



Appointment of a
Teacher – Languages
(French)



AUGUST 2026

Girls are at the centre of everything we do, and our dedicated teachers ignite students' curiosity, creativity and passion for learning.



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Contact Information

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St Cuthbert's College

A Remarkable Place for Learning

At St Cuthbert's College, we stand proudly as one of New Zealand's leading all-girls schools, with a powerful legacy of excellence in every aspect of girls' education. Our approach creates an environment where young women discover their strengths, develop their voices, and prepare to make their mark on the world.

The power of an all-girls education at St Cuthbert's is evident in every aspect of school life. Every leadership role, every position on sports teams, every classroom experience, and every learning opportunity is filled by girls. Every voice that speaks up in class is a girl's voice, creating an environment where our students feel empowered to take risks, to lead, and to be heard without self-consciousness.

Academic Excellence

Our academic programme is rigorous and challenging, designed to spark curiosity and foster a genuine love of learning. We consistently achieve outstanding results across both NCEA and the IB Diploma, with near-perfect UE pass rates and exceptional achievements that place us among the top schools globally. However, our focus extends beyond grades – we nurture well-rounded, confident, and capable young women prepared for success on local, national, and international stages.

A crucial part of what makes St Cuthbert's special is our ability to attract the very best teachers and subject experts. Our dedicated educators engage, encourage, and nurture our girls to be the best they can be, fostering a love of learning that extends far beyond the classroom. Every student matters and is known and valued, with teachers delighting in helping each girl become the very best version of herself.

Building Character and Resilience

Our holistic approach to education includes an extensive co-curricular programme offering rich opportunities in sports, performing arts, cultural pursuits, and outdoor education. A cornerstone of the St Cuthbert's experience is our unique Kahunui programme – a month-long Year 10 experience at our rural campus in the Bay of Plenty. This transformative programme, conducted off the grid, builds resilience, interpersonal skills, and confidence through deep connections between people and the environment.

Christian Heritage and Service

As a Christian school in the Presbyterian tradition, we warmly welcome girls of all faiths and secular backgrounds. Our motto "By Love Serve" has been the cornerstone of our College for over a century, guiding generations of students with its ethos of leadership through service to others. This commitment to service remains as relevant today as it was in 1918, underpinning everything we do.

Preparing for Tomorrow

In a world changing at lightning pace, we're ensuring our girls are ready for the future. Our curriculum develops critical thinking skills, adaptability, and resilience to navigate tomorrow's challenges. We're committed to continuously evolving our programmes to prepare students not just for today's opportunities but for careers that may not yet exist.

A Supportive Community

The St Cuthbert's community extends beyond our students to encompass families, staff, and our remarkable alumnae network. We understand the challenges of modern parenting and work in partnership with families throughout their daughter's educational journey. Our community is enriched by our scholarship programmes, including academic, boarding, performing arts, and the Endeavour Scholarship programme for students of Māori/Pasifika descent.

Our Campuses

Our Junior and Senior School campuses share one site in Epsom, creating a unique sense of connection between students of all ages, while our Kahunui outdoor campus, located in the Bay of Plenty, provides an unparalleled environment for personal growth and character development.





Governance

St Cuthbert's is governed by a Trust Board whose role is to oversee strategic planning for the school and to ensure that the school is upholding the vision and values of its founders.

There are Board committees for: Audit and Risk; People and Culture; Fundraising; and Infrastructure.

Board Members:

- Leigh Melville, Trust Board Chair
- Angela Bull, Deputy Chair
- Alana Barron
- Lisa Crooke
- Anna Cupples
- Adarsh Patel
- Penelope Peebles
- Donald Reid
- Scott Weenink
- Faga Siaki
- Bridget Snelling
- Nancy Zhang

Our Vision, Mission, and Values

Our Vision

Building on our rich legacy, our vision is to nurture, educate and enable young women who are curious, confident and compassionate. As they step beyond our green gates, these remarkable individuals will possess the knowledge, integrity, and aspiration to shape a better world.

Our Mission is to empower each student to:

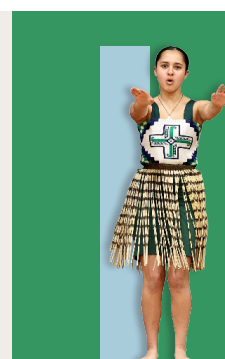
- Discover and develop their individual talents and passions
- Cultivate curiosity, creativity, and critical thinking skills
- Build integrity, self-confidence and adaptability
- Foster empathy, compassion, and a sense of global citizenship
- Acquire the knowledge and skills needed for success in their chosen paths
- Embrace lifelong learning and personal growth.

Our Values and Motto

As our students leave our green gates, they take with them a deeply ingrained ethos of service and giving back, along with the values to support them in making a difference in the world.

Launched last year, our SERVICE values framework builds upon our cherished motto "By Love Serve" (leadership through service to others) and guides everything we do. 'By Love Serve' has been synonymous with what it means to be a St Cuthbert's girl since 1915 and remains as relevant today as ever.

Our SERVICE values are lived experiences at St Cuthbert's, woven into the fabric of daily life from the classroom to the sports field, from community service projects to global initiatives. They provide our students with a roadmap for personal growth, ethical decision-making, and meaningful contribution to society.

						
Spirit Wairua 精神	Excellence Kairangitanga 卓越	Resilience Manawaroatanga 韧性	Valour Toanga 勇气	Integrity Ngākau Pono 诚信	Collaboration Mahi Tahī 协作	Empathy Ngākau Aroha 同理心
We have confidence and pride in who we are and know that we are connected to something greater than ourselves.	We strive for our personal best for the greater good.	We are strong in character and adaptable when approaching new challenges.	We exemplify authenticity, courage and perseverance in matching our beliefs with action.	We embody honesty and respect in our learning, communities and environment.	We harness our diversity and unique perspectives, recognise the power of teamwork and strive for shared goals.	We care for one another, with kindness, compassion and humility.

Strategic Direction 2025–2030

To support our Vision and Mission, we have recently launched our 2025–2030 strategic direction to our staff. Developed collaboratively with our staff in the later part of 2024, this high-level strategy marks an ambitious new chapter in the College's distinguished history.

St Cuthbert's is a remarkable school: distinctive, distinguished, and high achieving. For over a century, we have educated young women for lives filled with purpose and meaningful connections. Grounded in our cherished motto, "By Love Serve," our SERVICE values are integral to our vision and strategic direction and are lived out each day.

We recognise that excellence is personal at St Cuthbert's and every student has the potential to lead a remarkable life, become a woman of influence and leave a unique mark on the world.

Our exceptional educators provide an aspirational environment in our classrooms, laboratories, libraries and studios, sports fields and pools. An environment where individual and peer curiosity and imagination, intellect and skills, combine to produce remarkable ideas and outcomes in curricular and co-curricular spaces that go far beyond traditional academics.

At St Cuthbert's, we're not just educating young women; we're empowering the ambitious change-makers and leaders of tomorrow, for the greater good. We're preparing our students for careers known and yet to be envisaged, to be intentionally good friends and great global citizens. We're educating in the broadest sense to nurture self-belief and instil confidence, so that every girl upholds the best version of herself, always standing up for what's right and unleashing her full potential.

We believe that the choices we make today shape our future. At St Cuthbert's, we have the ambition and ability to be a leading school within the APAC region, through our intentional focus on learning for girls which is developed within a framework of research and innovation.

To support our vision, our strategic principles reflect our commitment to holistic education, cultural empathy, and future-focused learning. These principles will guide us in building upon our legacy of excellence while embracing innovation and change.

Our strategic framework is built on seven key principles:



Learning for the Future

Deliver a rigorous, innovative curriculum that supports students to strive for their personal best for the greater good.

Developing Leadership and Oracy

Empower students to be authentic, courageous, and impactful leaders, matching their beliefs with action.

Cultivating Strength Through Challenge

Grow resilient young women, strong in character and adaptable when facing new challenges.

Enriching Global Citizenship

Develop young women to be inclusive and compassionate global citizens.

Strengthening Community and Values

Foster a caring, connected community grounded in our heritage and values.

Developing Our Greatest Asset

Create an environment where all staff thrive, feel valued, and collectively drive excellence.

Developing Sustainable Excellence

Optimise our business operations to ensure long-term success, innovation, and responsible stewardship of resources.



Senior School

At St Cuthbert's Senior School (Years 7–13), we create an environment where girls feel empowered to take risks, develop their voices, and discover their unique strengths. It is important that we support every student to be the very best version of herself, recognising that every student matters and is known and valued.

Our academic programme is rigorous and challenging, designed to spark curiosity and foster a genuine love of learning. We attract the very best teachers and subject experts who engage, encourage, and nurture our girls to be the best they can be. Our culture of achievement isn't about competition – it's about each girl pushing herself to reach her own highest potential, whether that means moving from an achieved grade to a merit, or from a merit to an excellence.

From Years 12 and 13, students can choose between two academic pathways: the National Certificate of Educational Achievement (NCEA) or the International Baccalaureate (IB). In Year 11, we offer our own unique St Cuthbert's Diploma. Developed by our curriculum experts, this Diploma offers a more rigorous curriculum than the new NCEA Level One, better preparing our students for higher learning.

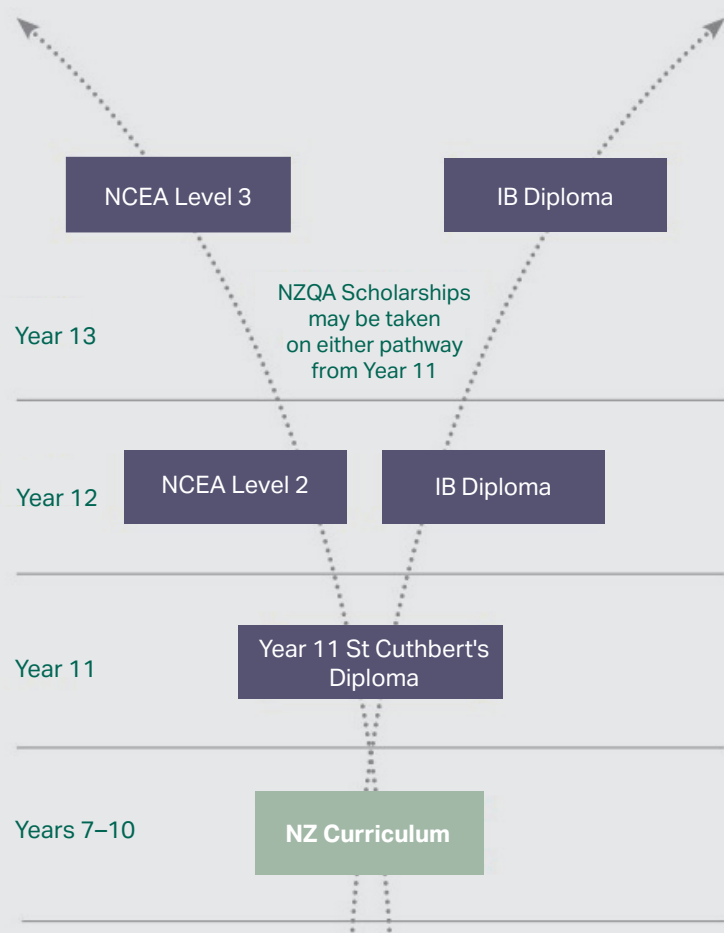
Understanding that the world is changing at lightning pace, our curriculum goes beyond facts to develop critical thinking skills, adaptability, and resilience. We're preparing our students not just for the jobs of today, but for careers that may not yet exist. To support this forward-looking approach, we have recently appointed a Head of Digital Strategy who will lead our strategic vision for digital innovation and ensure our students are equipped with the technological capabilities and digital fluency needed for tomorrow's world.

Senior School – *continued*

Our approach extends beyond academic achievement to develop every dimension of our students, nurturing well-rounded, confident and capable young women with the skills to be formidable forces for good on local, national, and international stages. Whatever a girl's aspirations, our approach ensures she develops into an adaptable, forward-thinking, lifelong learner.

We are currently reviewing our pastoral care framework as part of our commitment to best practice wellbeing and pastoral care programmes for our students. Year 7 students benefit from a homeroom model, providing the support and stability needed during this important transition year, and our Year 8 students have recently been placed in horizontal/year group tutor groups fostering strong peer connections within their cohort. From Years 9-13, our students join vertical tutor groups.

We place special emphasis on developing powerful voices, ensuring our girls are seen and heard. Through our focus on oracy, students learn to express themselves clearly, listen with empathy, and engage in meaningful dialogue. These aren't just classroom skills – they're life skills that will enable our girls to lead in their futures, whether they're presenting in a boardroom, advocating for a cause, or working in a team.





About Our Languages Faculty

Building Language Skills and Cultural Understanding

The Languages Faculty at St Cuthbert's offers a future-focused curriculum that builds global awareness, critical thinking and cultural understanding. The Faculty offers Chinese, French, Latin, Spanish and te reo Māori. Students may study languages through NCEA, IB and Scholarship pathways. The Languages programme fosters confidence and cultural fluency.

Chinese

Mandarin students build communication skills through topics such as relationships, food culture, travel and personal identity. Senior courses explore idioms, literature and societal issues. NCEA, IB and Scholarship pathways support advanced language development and critical cultural analysis.

French

French learners explore daily life, relationships, wellbeing, the arts and Francophone cultures. Senior courses emphasise language in social context and support in-depth exploration of global issues through literature and media.

Latin

Latin introduces students to the language, stories and thought of the ancient world. From Year 11, students read original texts while building a strong foundation in grammar and vocabulary. Senior courses focus on literary analysis and cultural understanding.

Spanish

Spanish courses explore contemporary life, travel, literature and film across Spain and Latin America. As students gain confidence, they tackle global topics and connect language with authentic contexts. IB and Scholarship pathways deepen understanding of Hispanic cultures.

Te Reo Māori

As Aotearoa's first language, te reo Māori is central to understanding identity, history and cultural values. Courses encourage communication and connection through themes like tuakiritanga and manaakitanga. Senior students engage with revitalisation strategies, current issues and traditional narratives, deepening their understanding of Māori culture and perspectives.

If you are passionate about language learning, committed to excellence and excited by the opportunity to support young women as global citizens and thinkers, we welcome your interest.



One School

We have a whole school ethos, and our programmes reflect this. Being part of a larger school means our youngest girls have opportunities to interact and be supported by older St Cuthbert's girls. Our 'Big Sister/Little Sister' programme provides our Junior School girls with older role models who are caring, aspirational and nurturing.

Across the school, student ambassadors display their leadership skills by having fun with their 'Little Sisters', ensuring they feel supported in their home away from home. 'By Love Serve' is at the heart of all we do at St Cuthbert's, and, in particular, our SERVICE Programme gives all our girls a chance to contribute to their community.

House spirit is strong at St Cuthbert's, with each student belonging to one House for their time at St Cuthbert's. The girls embark on a range of activities within their Houses, fostering a sense of belonging and connection to one another. Each of the eight Houses has a colour, and girls proudly wear their colours for athletics and swimming days, and other activities.



Wellbeing

Each student's overall wellbeing is at the centre of everything we do. Young people face many complexities and pressures as they journey from childhood to becoming a young adult and we ensure every girl feels supported throughout her time at St Cuthbert's.

Our psychologist, counsellors and deans are located in a dedicated Wellbeing Centre at the heart of the campus. The team provides guidance on the mental, physical, and emotional health of our students. Our deans, counsellors, nurses, and mental health practitioners work in conjunction with our teachers and families to ensure the overall wellbeing of every girl. By making it normal and healthy to ask for help, girls also learn that it's ok to reach out to others. They know what it means to care and be cared for.

Our Year 10 programme at our remote campus at Kahunui is a key part of our Wellbeing offering and a corner stone of the St Cuthbert's experience. The month-long programme supports our students to build confidence, resilience and connection with one another and the environment. Our students discover their inner strength and learn how they can impact the world around them. In our experience this programme supports them to learn how to work together collaboratively and leads to greater success in their more senior years at the College.

Giving back is also an important part of our approach to wellbeing, and is underpinned by our SERVICE values and motto, By Love Serve. Students of all ages take part in service projects, both within their homerooms, Houses, and through collaborative community projects.

The College has a Chapel on site, donated by our Old Girls', and students take part in a variety of different services, from family chapels on a Sunday, to dedicated year group and special occasion services.



Beyond the Classroom

Performing Arts

As well as giving students the chance to express themselves, Performing Arts can be credited for training imagination and building the skills future employers are looking for – collaboration, curiosity, risk-taking and an ability to think outside the square. Most importantly, the arts are vital to schools because they encompass one of the key qualities our students need for today's world – empathy.

Whether in an un-auditioned social group or at an elite level we are proud to offer music programmes for every girl including choirs, bands, orchestras and chamber ensembles. Many of New Zealand's leading Suzuki teachers work with our students and St Cuthbert's consistently gains awards and recognition in local and national competitions. Our co-curricular Music Programme is integrated into a girls' learning week from Years 0 to Year 13 and includes 30 co-curricular music groups playing a variety of instruments.

Students can explore and build skills through both our Drama Club and Theatre Sports and over 250 students participate annually in the St Cuthbert's Shakespeare Soiree, often going on to receive recognition at the SGCNZ Sheila Winn Shakespeare Festival.

Girls can take part in classical dance, Hip Hop, Korean Hip Hop, Contemporary, Tap, Jazz and more on a social basis with many groups being run in lunchtimes. St Cuthbert's dance pinnacles with "The Company", our troupe of auditioned elite dancers from Years 9-13 with a focus on contemporary dance.

Our Speech and Drama programme is led by experts who will impact valuable technical skills as well as greater confidence in our students in the public speaking arena.

Beyond the Classroom – *continued*



Visual Arts

The Visual Arts play a vital role in developing creative thinking, self-expression, and cultural understanding among our students. Through comprehensive programmes in painting, design, photography, printmaking, and sculpture, students develop both technical skills and conceptual understanding, while learning to observe, interpret, and respond to the world around them.

Our Visual Arts curriculum nurtures innovation and risk-taking in a supportive environment where students are encouraged to explore their individual artistic voice. Beyond technical proficiency, students develop critical thinking skills as they learn to analyse artwork, understand historical and contemporary contexts, and articulate their creative decisions. This analytical and reflective practice builds valuable transferable skills that extend far beyond the art studio.

Digital technologies are thoughtfully integrated into our Visual Arts programme, allowing students to explore contemporary artistic practices while maintaining strong foundations in traditional methods. Through exhibitions, competitions, and community projects, students gain confidence in presenting their work and understanding how art can impact and engage with wider society.

Sport

Sports at St Cuthbert's is about giving every girl the opportunity to be physically active.

As well as the importance for her overall wellbeing, we use Sports to help navigate girls through some of life's greatest lessons which are often learned when playing in a team. Whether she's playing sport socially or at high-performance level, girls will learn commitment and teamwork, as well as important life skills such as resilience and perseverance.

With more than 30 Sports on offer, St Cuthbert's girls can try their hand at everything from individual pursuits like Cycling, Tennis, Athletics, and Swimming to team sports such as Football, Hockey, Netball, Rowing and Water Polo.

Our girls have the benefit of a range of highly experienced coaches – many of whom are Old Girls who have competed at international level and donate time to coach and mentor our students, providing inspiration for future stars.



Experiential Learning

We operate camps from Years 4-9 which help build confidence and cement life-long friendships, building towards our month-long, residential life skills camp at Kahunui in the Bay of Plenty for our Year 10 girls.

Our teachers run incredible tramping trips throughout New Zealand. From Alpine treks to exploring the lakes of the Tongariro St Cuthbert's girls have many rewarding opportunities available to them.

The leading Duke of Edinburgh Award is accessible to all and our programme is very popular at St Cuthbert's with growing numbers every year. We support over 200 girls each year to work towards their bronze, silver and gold awards.



Facilities Development

St Cuthbert's school grounds seamlessly integrate the school's rich architectural history with some excellent facilities that support the development of every dimension of our students, and our ambitious campus planning and fundraising will continue to build on our rich heritage. The staged development will respond to the future, and will be focussed around the academic, social, physical, creative, and spiritual needs of our students.

Through the development of new, and dynamic spaces, our teaching environment will encourage collaboration and innovation, catering for both class and small groups, and support individual research projects, and diverse learning needs.

Our recent extensive building maintenance and upgrading programme has seen the roll out of modern and collaborative learning environments for students and staff, including the establishment of an Enterprise Hub where students can explore and develop entrepreneurial projects. Recognising the importance of play, we have also recently launched beautiful new playgrounds for our Years 0-8 students.

With a strong focus on environmental sustainability, our campus planning will deliver a harmonious landscape, with green spaces, outdoor play and meeting areas, and sun safe corners for seating, fostering our students to develop strong connections to one another.





The Role

Teacher – French

Position Details

Status: Fixed-term (one year parental leave)

Time: Full-time

Location: Epsom, Auckland

Commencement Date: January 2027

End Date: December 2027

Reports to: Head of Faculty - Languages

Key Relationships

Internal Stakeholders

- Principal
- Head of Senior School
- Head of Faculty - Languages
- Languages Faculty
- Academic and Professional Services Staff

External Stakeholders

- College community: parents and caregivers

Position Overview

This pivotal role supports the College's goals by delivering high-quality teaching and learning, developing effective programmes, and contributing to a culture where students are respected, encouraged, and intellectually challenged. The successful candidate will uphold College policies and health and safety practices, stay current in professional knowledge, and be a passionate teacher of French language and culture. The successful candidate will be expected to teach French to students in Years 7-13. Familiarity with the IB programme would be an advantage, but is not essential. The ability to teach other languages, such as Spanish or Latin, would also be an advantage.

Key Accountabilities

Teaching

- Provide high-quality and effective teaching using a range of techniques, including the use of appropriate technologies and resources, in line with effective pedagogy that enhances student learning.
- Ensure curriculum is well-delivered and subject content is imparted effectively by planning and using appropriate teaching programmes, strategies, technology, learning activities and assessments
- Demonstrate flexibility in a range of effective teaching techniques, including the use of appropriate technologies and resources to enhance learning.
- Evaluate and reflect on teaching techniques and programmes with a view to improvement. Liaise with Careers to prepare students for tertiary education and other career pathways.
- Demonstrate a development of ideas through dependence on concepts.
- Carry out Tutor Teacher duties as timetabled/required.

Learning-Focused Culture

- Promote student well-being and inclusive practices.
- Give clear, regular feedback and safe EOTC experiences.
- Identify and appropriately support students with special learning needs.

Design for Learning

- Ensure up-to-date pedagogy and adapt teaching based on current theory and assessment practices.
- Comply with curriculum requirements and regulations.

Team Member

- Conduct oneself in accordance with the College Code of Conduct.
- Foster collegiality and liaise with Heads of Year, Year Level Coordinators, Heads of Faculty/Subject, Careers, Comms, Head of Senior School, and the Principal.
- Undertake delegated co-curricular duties and College-wide activities.
- Manage available resources efficiently to support learning outcomes.
- Complete required documentation (e.g. student reports, teacher registration, Accounts forms, Human Resources forms, etc.) in a comprehensive and timely manner.
- Participate in College meetings, projects and events.
- Communicate effectively with College community.
- Manage conflict effectively and contribute to positive, best-practice Senior School events, actively working to achieve positive solutions and support College goals.

- Maintain professional conduct and uphold uniform standards, ensuring the College always presents an attractive, safe, clean and stimulating environment.
- Comply with College H&S policies and procedures.
- Maintain organised, safe workspaces.
- Prioritise student safety in all activities and interactions.
- Maintain appropriate personal boundaries and report welfare concerns.

Professional Learning

- Keep professional knowledge and skills current.
- Attend high-quality external PD courses at least once every three years to ensure currency in relevant role.
- Undertake performance appraisal and demonstrate commitment to continual improvement.
- Be trained and conversant in effective pedagogy.

Engagement with Caregivers

- Build positive, responsive relationships with current and prospective parents/caregivers.
- Act appropriately on feedback and respond to communication within one working day.
- Report student progress in a clear and timely manner.

Qualifications and Experience

- Knowledgeable in the New Zealand curriculum.
- Ability to teach up to Year 13 French.
- Passionate teacher of French.
- Able to challenge students across curriculum levels.
- Familiarity with IB programme is advantageous.
- Ability to teach other languages is also advantageous.
- Hold valid working rights in New Zealand.
- Hold a current New Zealand Teacher Registration and Practising Certificate.

Benefits

- Attractive salary package.
- Access to free Employee Assistance Programme (EAP).
- Access to the Sports Complex and a physiotherapist.
- A well-resourced faculty.
- A collaborative work environment.
- Highly motivated students who are keen to learn.
- Eligibility for life insurance policy.



How to Apply

Applications for the role should include:

1. Candidate Cover Letter

A brief statement of application (no more than three pages) outlining what you would bring to this role, what you would expect to accomplish and reflecting on your past experience in the context of role description.

2. Curriculum Vitae

- > Full name, confidential email address and mobile contact details
- > Nationality and citizenship or confirmation of right to work in New Zealand
- > Positions held, dates, scope of responsibilities and key achievements
- > Details of education and qualifications
- > Any other relevant information, such as involvement in professional and community activities.

3. Referees

Full contact details of three referees whom the College's HR team may contact. Referees will be contacted only after prior consultation with you.

4. Potential Date of Commencement

An indication of when you would be available to start.

All applications will receive an automated response.

Closing Date: Friday 4 September 2026 at 3pm

The successful applicant will be expected to satisfy child protection screening and adhere to the school's child protection policy. Any offer of employment will be subject to satisfactory police vetting, reference checks and, where relevant, qualification checks.

All applicants must have valid working rights in New Zealand. All applicants must also hold a current New Zealand Teacher Registration and Practising Certificate.

Please note, the key accountabilities of this role are not intended to be limiting, but to provide an outline of essential duties that may change from time to time, requiring flexibility.

St Cuthbert's College is an equal-opportunity employer committed to promoting equal employment opportunities. St Cuthbert's reserves the right to appoint by invitation.