# JOB DESCRIPTION
# On-Country Learning Teacher

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| **Employment Type:** 12 Months |
| **Location:** West Arnhem Land Homelands (Gamardi, Gochan Jiny-Jirra, Buluh Kaduru and associated outstations) |
| **Reports to:** School Principal |

## POSITION PURPOSE
The On-Country Learning (OCL) Teacher works in partnership with Traditional Owners, Bininj/Yol Cultural Teachers, families and school staff to design, deliver and support culturally grounded learning programs on Country. The role combines curriculum expertise with relationship building, helping ensure that learning reflects local knowledge, language, culture and community priorities while meeting Australian Curriculum requirements.

## CONTEXT
Homeland School Company was established by Traditional Owners of the Djelk Indigenous Protected Area to create independent homeland schools grounded in Bininj language, culture and governance. Our schools at Gamardi, Buluh Kaduru and Gochan Jiny-Jirra exist so that children can learn on Country, in their own languages, within the authority of their families and Elders. Education at HSC is shaped by community priorities and guided by the local seasonal calendar, ensuring that learning reflects both Indigenous knowledge systems and Western curriculum requirements. We believe schooling should strengthen cultural identity, sustain intergenerational knowledge transmission and enable young people to thrive academically while remaining deeply connected to Country and community.

## Key Responsibilities
### 1. On-Country Learning Delivery
1.1. Support the planning and delivery of high-quality On-Country Learning programs.
1.2. Work alongside Bininj/Yol Cultural Teachers to facilitate learning experiences on Country.
1.3. Support student learning through culturally responsive and place-based teaching approaches.
1.4. Ensure learning activities are safe, engaging and aligned with community priorities.

## 2. Curriculum Development

2.1. Co-design learning sequences grounded in local knowledge, seasonal calendars and Country.
2.2. Support integration of Indigenous knowledge and Australian Curriculum requirements.
2.3. Work with the Principal to embed Indigenous pedagogies across teaching programs.
2.4. Develop learning resources that reflect local language, culture and community knowledge.

## 3. Community and Cultural Partnerships

3.1. Maintain respectful and productive relationships with Elders, families and homeland communities.
3.2. Work in partnership with Bininj Cultural Teachers and local organisations.
3.3. Ensure community knowledge and priorities are reflected in learning activities.
3.4. Support opportunities for intergenerational knowledge sharing through education programs.

## 4. Program Coordination and Logistics

4.1. Coordinate logistics for bush trips, workshops and bush classroom activities.
4.2. Support planning, organisation and preparation of learning activities on Country.
4.3. Assist with risk management, equipment preparation and operational requirements.
4.4. Maintain accurate records and documentation relating to program delivery.

## 5. Professional Support and Administration

5.1. Provide mentoring and support to teachers in place-based and On-Country learning approaches.
5.2. Contribute to planning, assessment and reporting processes.
5.3. Participate in professional reflection and continuous improvement activities.
5.4. Undertake other duties consistent with the role as directed by the Principal.

## SELECTION CRITERIA

### Essential

- Relevant teaching qualifications and teacher registration, or equivalent experience appropriate to the position.
- Demonstrated commitment to culturally responsive and community-led education.
- Experience working respectfully with First Nations communities and cultural educators.
- Strong interpersonal skills and ability to build relationships with families, Elders and community members.
- Experience in curriculum planning, program delivery and student learning support.
- Ability to work collaboratively within a remote and cross-cultural environment.
- Current Ochre Card (or ability to obtain one).
- Current Driver's Licence.

### Desirable

- Experience in remote, homeland, community-led or place-based education settings.
- Knowledge of Bininj/Yol/Yolngu/First Nations culture, language and educational contexts.
- Experience supporting On-Country Learning, cultural education or outdoor learning programs.
- First Aid Certificate or willingness to obtain one.