CHRISTIAN COLLEGE GEELONG

Position Description

POSITION OVERVIEW	
POSITION TITLE:	Market Gardener
DEPARTMENT	Back Creek Farm
CAMPUS/LOCATION:	Back Creek
REPORTS TO:	Director of Back Creek Farm
RESPONSIBLE TO:	Executive Principal
CLASSIFICATION:	Level 4

OUR PHILOSOPHY

Christian College Geelong develops an atmosphere of care and concern for each student's character growth and well-being, within a value system and set of priorities derived from the Christian faith. Honesty, integrity, compassion, respect and tolerance underpin the expectations of all interaction within the College program. The Board and staff of Christian College believe that every student reflects the goodness of God's creation and has intrinsic worth, irrespective of class, colour or creed. Staff members daily seek to provide examples of Christian love in their dealings with students, parents and other staff members.

ABOUT THE COLLEGE

Across Geelong, the Bellarine Peninsula and Surf Coast, from Prekinder through to Year 12, our five campuses and two Early Learning Centres each have their own unique character, yet all share the Christian College spirit.

The Back Creek Farm Rural Program is based at Scotsburn, near Ballarat. Year 9 students participate in the Rural studies Program and live onsite during the school week, returning home for weekends. Each group of students attend for approx. 5 weeks, with an emphasis on community living, agricultural lifestyles and developing resilience.

POSITION PURPOSE

At Christian College Geelong, our residential Rural Program offers Year 9 students a life changing experience – an opportunity to step beyond their comfort zone and discover the richness of rural living. Through hands-on learning, students develop resilience, practical skills, and a deeper understanding of the food supply chain, all while embracing the challenges and rewards of farm life.

This role is leading a thriving "paddock to plate" philosophy with a core focus on collaborative working, student engagement and management of the commerce side of the market garden. The role holds responsibility for the design and maintenance of productive gardens, manage seasonal planning and guide students through the practicalities of farming and sustainable food production.

KEY RESPONSIBILITIES

- Plan, design, and actively manage the Market Garden at Back Creek, ensuring seasonal productivity, sustainability, and utilising regenerative principles.
- Harvest crops efficiently, paying attention to quality and appropriate food safety, in consultation with the Back Creek Chef.
- Drive the commercial aspect of the garden by identifying and developing small-scale sales opportunities for produce distribution
- Lead and instruct students through the full cycle of food production—from soil preparation and planting to harvesting and distribution.
- Deliver engaging, hands-on learning experiences that embed the "Paddock to Plate" philosophy, connecting students to the food supply chain.
- Supervise and mentor students in practical farming and gardening skills, fostering teamwork, resilience, and confidence.
- Build positive relationships with students and staff, creating a supportive and collaborative learning environment.
- Ensure excellence in garden operations through methodical planning, efficient resource use, and consistent follow-up on tasks.
- Promote innovation and sustainability in farming practices, encouraging students to think critically about food systems and environmental impact.
- Support a collaborative, safety-conscious, and inclusive work environment.
- Engage in general residential farm duties as required, contributing to the overall success of the Rural Program.

QUALIFICATIONS & EXPERIENCE

- Formal qualifications and/or experience in horticulture, education or other related fields are desirable but not required.
- 1 – 3 years' experience in providing instructional services, mentoring and/or supervising students or young people.
- Proven organisational and planning skills, with experience managing seasonal garden operations and coordinating multiple tasks efficiently.
- Strong communication and interpersonal skills, capable of building positive and engaging relationships with students, colleagues and other stakeholders.

PERSONAL ATTRIBUTES

1. **Commitment to Christian Values:** Demonstrates a strong commitment to the Christian ethos and values of the College. Supports and promotes the College's mission and vision in all interactions and responsibilities.
2. **Strong Communication Skills:** Ability to communicate clearly and effectively, both verbally and in writing, with students, staff, and parents. Proficient in active listening to address and understand needs and concerns.
3. **Attention to Detail:** High level of accuracy and thoroughness in completing tasks.
4. **Organisational Skills:** Excellent time management and ability to prioritise tasks effectively. Capable of managing multiple responsibilities simultaneously in a dynamic school environment.
5. **Problem-Solving Skills:** Capable of analysing issues and implementing effective solutions.

6. **Customer Service Orientation:** Friendly, approachable, and patient demeanour. Commitment to providing excellent service and support to students, parents, and staff, ensuring a positive school experience for all.
7. **Adaptability and Flexibility:** Ability to adjust to changing priorities and work environments. Openness to learning new skills and taking on different tasks as needed to support the school's mission.
8. **Dependability and Reliability:** Consistent attendance and punctuality. Commitment to completing tasks and meeting deadlines to support the smooth operation of the school.
9. **Team Player:** Collaborative mindset and willingness to work cooperatively with colleagues. Ability to contribute to a positive and supportive team environment.
10. **Discretion and Confidentiality:** Respect for sensitive information and commitment to maintaining confidentiality. Professional handling of private and confidential matters, ensuring the privacy and dignity of students and staff.
11. **Initiative:** Self-motivated and able to work independently. Willingness to take on additional responsibilities and go beyond basic requirements to support the school's goals.
12. **Technical Proficiency:** Competence in using office software and technology relevant to the role. Willingness to learn and adapt to new technologies to enhance efficiency and productivity.
13. **Positive Attitude:** Enthusiastic and optimistic approach to work. Ability to maintain a positive attitude even under pressure, contributing to a positive school culture.

SPECIAL REQUIREMENTS

- Current Working With Children's Check, or willingness to obtain.
- First Aid Certificate – Level 2, or willingness to obtain.
- Physically able to sustain regular lifting, bending, standing and working in outdoor environments.

CHILD SAFE STATEMENT

Christian College is committed to child-safety and the protection of children from all forms of child abuse. We have zero tolerance for child abuse and are committed to acting in children's best interest, keeping them safe from harm. The College regards child safe responsibilities with the utmost importance and employs a range of robust human resource management strategies to promote child safety and wellbeing.

Applicants must be aware that Christian College carries out all Working with Children Checks, Police Records and Reference Checks as part of the recruitment process and future College employees are expected to abide by the Child Protection and Safety Policy, the Code of Conduct, Staff and Student Professional Boundaries Policy in addition to all child-safe policies and procedures. College employees must have, and maintain, a commitment to child safety.

It is not the intention of the position description to limit the scope or accountabilities of the position but to highlight the most important aspects of the position. The aspects mentioned above may be altered in accordance with the changing requirements of the role.