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| Position Title | Teacher |
| Portfolio | Education |
| Division | |
| Department/Cost Centre | |
| Classification | L1.2 |
| Position Number/s | |
| Reporting to | Teaching Education Manager |
| Supervises | Nil |

Who is South West TAFE?

South West TAFE is an education hub with a difference. We bring innovative education and industry insider knowledge together to power talent for tomorrow.

South West TAFE is where practical skills meet real opportunity. With over 150 industry-aligned courses, we help people build the confidence and capability they need to step into their future — whether that's a new job, a career change or further study.

SWTAFE campuses are situated on the lands of the Gunditjmarra, Kirrae Whurrong, Gulidjan peoples of the Eastern Marr nation, and the Tjap Wurrong and Bunganditj peoples. They are located throughout southwest Victoria in Warrnambool, Hamilton, Portland, Colac, Sherwood Park and a further delivery site at Glenormiston. They offer modern facilities, expert trainers and strong connections to local industry—so learning stays relevant, hands-on and flexible.

We're not just keeping up — we're staying ahead. And we're proud to be part of a region that's growing, evolving and inspiring change.

Portfolio Overview

The Education portfolio includes

- Building, Construction and Smart Technologies.
- Health, Community and Personal Services
- Industry, Land and Food
- Business, Industry and School Engagement
- Education and Creative Arts

The divisions within this portfolio are committed to our vision of providing a lifetime of opportunity for all. We work in collaboration with industry, community partners and government stakeholders to establish exciting, innovative and collaborative projects that aim to meet the current and emerging employment needs of the region.

Our role is to provide education and training that enables students and our region to thrive through providing clear pathways that align to our students' ambitions, allowing them to achieve their reason for studying, and providing safe, accessible and supported learning.

We have bold aspirations to grow our student cohort as well as our partnerships with industry and community in line with our strategic plan, aiming to achieve best practice outcomes

Position Overview (Your Opportunity)

The Level 1.2 Teacher provides high quality and innovative course materials and excellent teaching delivery to students. They undertake teaching responsibilities of qualified L1 Teacher under minimal supervision including:

- Delivering training sessions for classroom, industry, distance or web-based learners under supervision.
- Conducting assessment of learner capability using approved assessment strategies under supervision
- Establishing and maintaining an inclusive learning environment
- Supporting and supervising students including classroom management
- Implementing learning process that involves student participation and student learning plans for students at risk
- Ensuring educational and vocational currency and that SWTAFE compliance requirements are met.
- Undertaking a range of administrative requirements relating to teaching role

- Support student success in courses and thereby improve their employment and/or educational pathways
- Setting and achieving teaching objectives
- Undertake professional development in educational and technical disciplines.
- Establish and maintain networks with industry, relevant VET bodies and other stakeholders.

Reasonable adjustment to suit individual learners needs (with consultation)

Key Accountabilities

All South West TAFE staff are required to act and work in the best interest of the organisation, as such every staff member has accountabilities to uphold for both their position and the wider organisation;

These accountabilities include but are not limited to:

Your Position

- Deliver planned sessions in a variety of innovative and adaptive ways, using digital technologies to engage students and meet their needs and learning styles.
- Proactively support the efficient use of SWTAFE resources and meet student needs by increasing the use of blended learning options, workplace or offsite delivery and mobile technologies.
- Select, prepare and deliver appropriate teaching and learning materials, participate in the preparation and maintenance of teaching resources and learning materials, and ensure that effective learning is taking place under instruction and supervision.
- Adapt teaching materials and resources to meet industry requirements.
- Adopt a systematic approach to collaborative course planning and development that promotes student engagement in an innovative and relevant manner.
- Design, evaluate, measure and judge using validated tools and processes to provide feedback on learner performance throughout the course against determined criteria.
- Participate in student entry level assessment and course selection.
- Participate in moderation and validation of outcomes.
- Develop high quality and current resources, teaching materials and assessments.
- Assess student work in a timely and consistent manner and providing constructive feedback.
- Participate in assessment and curriculum development.
- Provide students with direct and indirect learning opportunities that allow for tailored delivery options.
- Contribute to a seamless student experience which supports ease of course enrolment and commencement for our students.
- Provide a student-centred learning experience that is accessible, engaging and high quality in support of life-long learning.
- Tailor the learning experience in response to the needs of schools, employers and students.
- Work with students to help them be ready for the demands of the evolving economy, encouraging personal responsibility for their learning journey
- Assist with basic pastoral care, student counselling and consultation and referral to the appropriate support services.
- Monitor learner progression and provide assistance to the students throughout their learning journey.
- Take a proactive approach to recognising situations that may put students, including students who are children, at risk.
- Create and maintain a safe and supportive learning environment.
- Comply with appropriate legislative requirements and organisational policies, including record-keeping and reporting.
- Ensure teaching materials are accessible on central systems and meet audit compliance.
- Help transform teaching delivery and learning support programs to better meet individual student needs and SWTAFE's requirements.
- Continuously seek evaluation data to improve the performance of programs, learning materials, assessment tasks and educator performance.
- Complete and maintain a SWTAFE profile outlining qualifications and experience related to each unit to be delivered.
- Ensure vocational currency and continuously improve professional practice, by engaging with key stakeholders and professional teaching and community networks.
- Undertake regular professional development to maintain the and continuously improve individual professional competence as a TAFE teacher and ensure regulatory compliance.

Your Organisation

- Recognise areas in which guidance and support is required from the Manager and seek appropriate assistance
- Keep up to date with relevant information and industry best practice
- Comply with internal policies and procedures including the Code of Conduct
- Demonstrate the organisational values on a daily basis and proactively seek to maintain a healthy and safe work environment
- Commit to access and equity principles in carrying out work functions
- Actively participate in the organisations Achievement Development Programme (ADP)

This position description describes in general terms the normal duties which the position is expected to undertake. However, the duties described may vary or be amended from time to time without changing the level of responsibility.

Key Selection Criteria (Key to Success)

Successful candidate will demonstrate the best combination of the following characteristics;

- Proven experience and sound knowledge in the relevant industry
- Experience in teaching a range of subjects and programs in a variety of learning modes
- Identify, tailor and implement innovative teaching and learning strategies to support the diverse needs of students and customers
- Knowledge and ability to work effectively in the Vocational Education & Training (VET) sector
- A flexible and adaptive approach to teaching delivery and assessment utilising contemporary technologies
- High level of digital literacy and well-developed proficiency in utilising administrative systems and learning management systems to create engaging and innovative learning experience for students
- Proven ability to build positive relationships with key stakeholders and employers to maintain currency of delivery methods and materials
- Ability to identify challenges in a classroom environment, contribute to resolution or resolve these challenges
- Demonstrated high level of and awareness to people from broad range of diverse backgrounds and emotional context

Qualifications and Requirements

Mandatory requirements

- Approved Certificate IV from TAE Training Package with less than 12 months teaching experience.
- Minimum of 2 years' relevant industry experience
- A vocational qualification relevant to the courses delivered plus demonstrated proactiveness in professional development and maintaining vocational and educator currency through reflective practices.

Highly desirable requirements

- Substantial experience using Microsoft Office products and relevant industry software and programs

Additional Information

- South West TAFE supports Equal Employment Opportunity and are committed to make diversity, equality and inclusion part of everything we do – from how we develop and deliver our courses, to how we build our diverse workforce. We actively encourage applicants from all backgrounds to apply
- South West TAFE is a child safe organisation focusing on the wellbeing and inclusion of children and young people
- Position, requirements, classification skill level required and conditions in accordance with Victorian TAFE Teaching Staff Agreement 2024
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive
- SWTAFE may alter this Position Description if and when the need arises to best suit the operation requirements of the position
- Any member of SWTAFE may be required to work at any site dependent upon business needs

| | Authority level | Name | Date |
|-----------------------|------------------------------|-------------|------------|
| Prepared by | Recruiting/Hiring Manager | | |
| Approved by | Department Executive Manager | Kathy Hall | 03/10/2025 |
| P&C review | People & Culture | Jenny Hearn | 03/10/2025 |
| Agreed by | Employee | | |