

Job Description

Position	Putaiiao (Science) Pouako
Date	November 2025
Location	Whangarei, Northland
Responsible to	Pouwhakahaere, Pou Arataki
Employment Type	Full Time, Fixed Term (ending December 31 2026)
Salary	As per the Area School Teachers' Collective Agreement (ASTCA), commensurate with qualifications and experience.

Background

Te Kāpehu Whetū is a Ngāpuhi-centric kura, based on the shores of Whangārei Te Renga Paraoa Harbour – “the meeting place of the whales” and metaphorically, “the meeting place of the chiefs.”

Our designated character reflects a kura committed to te reo me ōna tikanga o Ngāpuhi-nui-tonu, grounded in Te Tiriti o Waitangi and the rights of citizenship affirmed by the men of the 28th Māori Battalion. This korowai shapes our unique educational approach, which supports ākonga to achieve their aspirations both within the kura and beyond.

We are guided by three pou:

- **Kia Māori** – an education and environment that validates Māori knowledge and ways of learning.
- **Kia Mātau** – encouraging innovation, inquiry, and the development of specialised skills and knowledge.
- **Kia Tū Rangatira Ai** – building strong character and personal excellence, living with mana.

“Tū ki te marae ... Tū ki te ao”

These guiding pou underpin everything we do. Through this approach, ākonga are supported to strive for excellence in all areas — academic, cultural, and personal — within a learning environment that is innovative, values-driven, and culturally grounded.

Educational innovation supported by the three pou includes:

Pedagogical Leadership – systems are centred on ākonga, focusing on what and how they learn and achieve. Everyone who can influence learning takes responsibility to create environments where resources, effort, and leadership are directed toward meaningful educational outcomes.

Constructivist Instruction – guided discovery is the preferred mode of teaching, progressing through experiential learning, emergent learning, and inquiry-based learning as ākonga develop analytical, problem-solving, and self-management skills. Learning is integrated where possible but includes subject-specific instruction when foundational knowledge or scaffolding is required.

Flexible Learning – the kura operates with flexible learning hours from 8 am to 8 pm. Core subjects are delivered between 10 am and 2 pm, with non-core subjects scheduled flexibly to meet the needs of individual learners.

Ākonga Grouping and Support – ākonga are grouped as Tuakana (Years 9–13), with highly tailored learning plans with targeted support to ensure a smooth transition into higher levels of study and achievement.

Central City Campus - Te Kāpehu Whetū operates from a central city location, with facilities spread across adjacent inner-city streets to create a vibrant, interconnected learning environment.

Through this approach, Te Kāpehu Whetū ensures that every ākonga benefits from a culturally grounded, personalised, and innovative learning experience that fosters academic success, personal growth, and leadership development.

Putaiiao – Science (Pouako)

Purpose of the Role

The Science Teacher (Years 9–13) is responsible for planning, delivering, assessing, and evaluating effective Science programmes across junior and senior secondary levels.

The role requires a capable secondary practitioner who can:

- Build strong scientific foundations in Years 9–10
- Deliver NCEA Level 1–3 programmes
- Prepare students for University Entrance
- Raise achievement in Science subjects
- Develop critical thinking, inquiry, and problem-solving skills
- Maintain high expectations for academic performance and behaviour

Teaching may include Biology, Chemistry, Physics and General Science.

Key Responsibilities

1. Teaching & Learning (Years 9–13)

- Plan and deliver coherent Science/STEM programmes aligned with The New Zealand Curriculum
- Deliver standards-based NCEA programmes (Levels 1–3)
- Build scientific literacy, conceptual understanding, and practical skills

- Differentiate learning to meet diverse student needs
- Maintain safe and compliant laboratory practices
- Create structured, inclusive, high-expectation learning environments
- Use evidence-based and culturally responsive pedagogy

2. Assessment & Achievement

- Develop and implement valid internal and external NCEA assessments
- Ensure compliance with NZQA moderation requirements
- Monitor and analyse student achievement data
- Identify and accelerate priority learners
- Support students to set and achieve academic goals
- Maintain accurate records and timely reporting

3. Contribution to Kura Culture

- Uphold the values of Kia Māori, Kia Mātau, Kia Tū Rangatira Ai
- Contribute positively to staff collaboration and kura initiatives
- Participate in kura events and activities
- Maintain professional and mana-enhancing relationships

4. Professional Responsibilities

- Maintain current Teaching Council registration
- Participate in professional growth cycles and PLD
- Comply with all kura policies and legislative requirements
- Meet obligations under the Children's Act 2014
- Maintain health and safety compliance in all practical teaching environments

Key Result Areas

- Improved student achievement in Science (Years 9–13)
- Positive NCEA Level 1–3 outcomes
- University Entrance attainment where applicable
- Measurable progress for priority learners
- Safe and compliant laboratory environments
- Accurate assessment and reporting

Essential Criteria

- Recognised teaching qualification
- Proven experience teaching Years 9–13 Science
- Strong understanding of NCEA Level 1–3 requirements
- Ability to prepare students for University Entrance
- Strong classroom and laboratory management skills
- Ability to analyse and use student achievement data
- High expectations for academic performance and behaviour
- Strong organisational and professional practice skills

Desirable

- Ability to teach multiple senior Science subjects
- Experience integrating STEM or cross-curricular approaches
- Experience working with Māori learners
- Confidence integrating te reo Māori or culturally responsive practices

Qualifications

- Bachelor's degree (or higher) in Education or relevant Science discipline
 - Current full New Zealand teacher registration
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Terms & Conditions

Employment Type: Full-Time, Fixed-Term

Duration: Commencement date to 31 December 2026

Reason for Fixed Term:

This position is fixed-term to meet identified curriculum and staffing requirements for the 2026 academic year.

Employment terms and conditions are governed by the Area School Teachers' Collective Agreement or an applicable Individual Employment Agreement.

Acknowledgement

I acknowledge that I have read and understood this Position Description and accept the responsibilities outlined.

Name: _____ Signature: _____

Date: _____