Te Rito Harakeke - Marshland School Application Package

Teacher Positions 2027

Success for Every Child



Kia ora

Thank you for your interest in our teaching positions at Te Rito Harakeke - Marshland School.

Enclosed you will find:

- Advertisement (online copy)
- Information about the professional practice at Te Rito Harakeke - Marshland School
- A description of our school and community
- An outline of the appointment timeline
- An application form

Please note the closing date for applications will be 13th November 3 pm.

Your application should include:

- A covering letter outlining what strengths you could bring to Marshland School - Te Rito Harakeke and why you think you would be a good fit for this role.
- A completed application form.
- An electronic copy of your C.V.

Please address all applications to Tracey Harrison (vacancy@marshland.school.nz).

Only applications completed on the Marshland School application form will be considered.

All applications and information obtained from referees will be treated in the strictest confidence.

We look forward to hearing from you.

Dion Stechmann / Tumuaki - Principal

ADVERTISEMENT

Our ideal candidate is someone who naturally leads with empathy, ensuring every child feels seen, heard, and deeply 'at home within our classroom walls. We are looking for a positive, innovative and reflective practitioner, who builds strong relationships and demonstrates a commitment to providing high-quality learning opportunities to meet diverse student learning needs. If this reflects your approach to teaching, we welcome your application.

We have **two permanent teaching positions** available in the middle area (Year 3-4) of the school, commencing 28/01/2027. We also have **one fixed term teaching position** available in the middle school (Year 3-4), covering a teacher on a flexible working arrangement in 2027. Please indicate on the application form which position(s) you are applying for.

Candidates will have sound New Zealand Curriculum knowledge, be committed to collaborative teaching and be excited to be a member of our inspirational team of staff. Strengths in learning design and pedagogy to support deep learning in literacy and mathematics in the junior school are required. An ability to integrate the curriculum, e-learning and Te Reo Māori me ona Tikanga into learning programmes is highly desirable.

Marshland School offers an exciting opportunity for teachers who wish to extend their capability in a friendly, positive and fun learning environment. This means they show Marshland Mana



PERSON SPECIFICATION

We are looking for teachers who have:

- Excellent self-awareness, interpersonal, communication and organisational skills
- An ability to build and sustain effective relationships and partnerships with students, staff, parents and whānau
- A willingness to go the 'extra mile' and contribute to the wider school community
- Successful teaching experience, strong curriculum knowledge and pedagogical practice
- High expectations for themselves and for all students
- A willingness to work hard to ensure success for every child
- The ability to flexibly adapt teaching practice and differentiate learning to meet the needs of students
- Experience in positive behaviour for learning and restorative practice

- High value on culturally responsive and inclusive practice
- Ability to integrate the curriculum and provide deep learning, underpinned by digital fluency and Te Reo Māori me ona Tikanga
- A love of learning, reflective practice and a growth mindset

ABOUT TE RITO HARAKEKE - MARSHLAND SCHOOL

Te Rito Harakeke - Marshland School is a co-educational full primary school, catering for students from Year 0 to 8. Our school is situated in a setting adjacent to the new Preston's and Preston's Park Subdivisions. Most of our students come from in and around neighbouring urban sub-divisions, but we value our rural heritage from the old school site and promote a family-friendly, community-based environment. We are incredibly proud of our positive school culture and value our increasing diversity.

We continue to be subject to significant roll growth. Our opening roll in 2026 was 557, growing to approximately 600 (approximately) by the end of 2026. Our student roll has steadily increased since 2015 when it was around 200. Stages 1 and 2 of the school build enable us to cater for 500 students and Stage 3 (recently built) gives us the capacity for 600 + students.

The school moved to our new site in January 2016 to 6 Learning Hubs that have won architectural design awards, due to the innovative and creative use of space and materials. Each hub is named after a native bird and the playground has a wonderful rural view and feel. We also have a satellite from the Ferndale Specialist school on site which adds to our identity and richness. Most of our learning hubs are configured with 2-year level groups within each hub. Teachers work collaboratively to meet diverse student needs while ensuring relationships and active accountability is maintained for students within their home group.

Our school is very well resourced with digital technology throughout the school and we run a successful 1:1 device programme from Years 4 to 8. We follow the Manaiakalani Model of Learn, Create, and Share to support deep learning across the New Zealand Curriculum. This learning model is evidenced throughout the whole school and we have strong levels of internal and external evaluation to support its success.

Draft APPLICATION TIMELINE

Position Advertised	2nd November	**Applications Close**	13th November 3:00pm
Shortlist Applicants	16th November	**Interviews**	18th – 20th November

Te Rito Harakeke
MARSHLAND SCHOOL

APPLICATION FOR EMPLOYMENT

Thank you for applying for the teaching position at Te Rito Harakeke - Marshland School. Please see important information necessary to complete the application form below.

1. Please complete this form personally and ensure you include information in all sections.

2. Copies only of qualification certificates should be attached. If successful in your application you will be required to provide the originals as proof of qualifications.

3. Failure to complete this application and answer all questions truthfully may result in any offer of employment being withdrawn or appointment being terminated, if any information is later found to be false.

4. All applicants are required to give consent to a Police vet.

   a) Applicants may not be employed as a children's worker if they have been convicted of a specified offence listed in Schedule 2 of the Children's Act 2014, unless they obtain an exemption. The Criminal Records (Clean Slate) Act 2004 will not apply to these specified offences and these offences will be included in your Police vetting results.

   b) The Clean Slate Act provides certain convictions do not have to be disclosed providing:
      - you have not committed any offence within 7 consecutive years of being sentenced for the offence
      - you did not serve a custodial sentence[1] at any time
      - the offence was neither a specified offence under the Clean Slate Act 2004 nor a specified offence under the Children's Act 2014
      - you have paid any fines or costs

   c) Please note that you are not obliged to disclose convictions if you meet the above conditions but can do so if you wish. If you are uncertain as to whether you are eligible contact the Ministry of Justice.

5. Shortlisted applicants being interviewed will need to provide originals of both a primary identity document (e.g., passport) and a secondary identity document (e.g., New Zealand driver license). A list of acceptable primary and secondary documents is available in the last sections of the Children's Regulations 2015.

6. This information will be held by the employer. For the successful candidate, this document will be held on their file, otherwise the information provided will be securely destroyed after 30 days. You may access it in accordance with the provisions of The Privacy Act 2020.

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APPLICATION FOR EMPLOYMENT

Personal Information

Position Applied for and Preferred Teaching Level/s (if relevant)	Registration Number and Status *(e.g. Provisional, Full or Subject to Confirmation)*	Registration Expiry Date

First Name/s	Surname

Birth Name or Other Known Name (if applicable)

Address

Email Address

Personal Phone	Work Phone
	Click or tap here to enter text.

Referees

Please provide the names of three people to act as referees. Two of these are required to be work related and please ensure one of these is your most current or recent employer.

Name	**Organisation / Place of work**	**Position / Relationship**	**Landline Number**	**Mobile Number**
			Click or tap here to enter text.	
			Click or tap here to enter text.	
			Click or tap here to enter text.	

Identity Verification, Criminal Record and Right to Work

Are you a New Zealand citizen? If not, do you have resident status, or A current work permit	Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No ☐
Have you ever had a criminal conviction? If "Yes" please detail: Click or tap here to enter text. *(A board may not employ or engage a children's worker who has been convicted of an offence specified in Schedule 2 of the Children's Act 2014. The Clean Slate Act does not apply to schedule 2 offences)*	Yes ☐ No ☐
Have you ever received a police diversion for an offence? If "Yes"' please detail: Click or tap here to enter text.	Yes ☐ No ☐
Have you ever been discharged without conviction for an offence? If "Yes" please detail: Click or tap here to enter text.	Yes ☐ No ☐
Do you have a current New Zealand driver's licence?	Yes ☐ No ☐
Have you ever been convicted of a driving offence which resulted in temporary or permanent loss of licence, or imprisonment? If "Yes"' please detail: Click or tap here to enter text.	Yes ☐ No ☐
Are you awaiting sentencing, or do you have charges pending? If "Yes"' please state the nature of the conviction/cases pending: Click or tap here to enter text.	Yes ☐ No ☐
In addition to other information provided are there any other factors that we should know to assess your suitability for appointment and your ability to do the job? If "Yes", please detail: Click or tap here to enter text.	Yes ☐ No ☐
Have you ever been the subject of any concerns involving child safety? If "Yes" please detail: Click or tap here to enter text.	Yes ☐ No ☐
Are you aware of any injury or medical condition that could impact on your ability to perform this job effectively? *(For example, injury or medical condition caused by gradual process, disease or infection, such as occupational overuse syndrome, stress or repetitive strain injuries, with the tasks of this position may aggravate or contribute to?)* If "Yes", please detail Click or tap here to enter text.	Yes ☐ No ☐

Educational Qualifications

Institution	Name	Location	Number of years completed	Highest Qualification Gained
Secondary School				
University				
Other				

Teaching Service

Please list your work experience for the last five years beginning with your most recent position. Please include months as well as years worked and explain any gaps in employment.

Period worked (please specify the start and end dates) Start date		End date	**Employer's name** (or reason for gap in employment)	**Position held**	**Reason for leaving**
Click or tap here to enter text.	to	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	to	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

Confirmation

- I certify that the information I have supplied in this application is true and correct.
- I confirm in terms of The Privacy Act 2020 that I have authorised access to referees.
- I know of no reason why I would not be suitable to work with children/young people.
- I authorise the Marshland School Board of Trustees, or nominated representatives, to approach persons in addition to the referees provided, to gather information related to my suitability for appointment to the position. I understand I will be contacted prior to this occurring.
- I understand that if I have supplied incorrect or misleading information, or have omitted any important information, I may be disqualified from appointment, or if appointed, may be liable to be dismissed.
- I authorise the Marshland Board of Trustees, or nominated representatives permission to access any information held by the Education Council of Aotearoa New Zealand (EDUCANZ), past or present employers, colleagues or equivalent overseas professional bodies or any other person who may be able to assist the Board in determining my suitability for the position and consent to those people to provide such information.

Signature _____ Date