

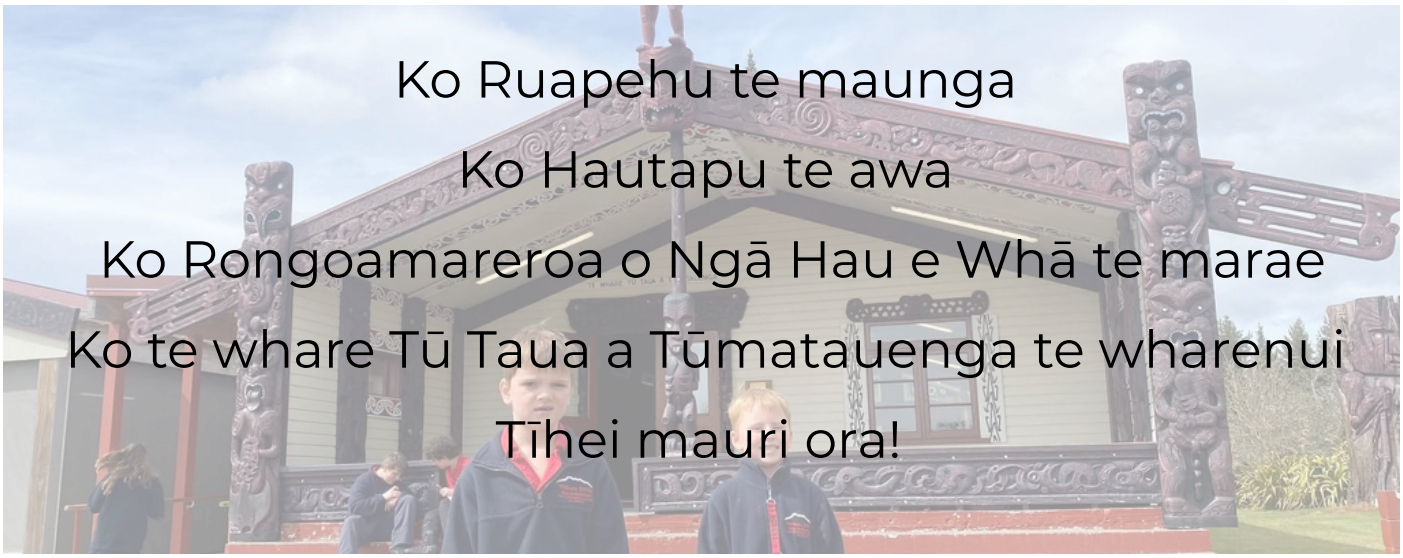
COME BE OUR DEPUTY PRINCIPAL

Year 7 & 8 Classroom Teacher

Management Units, Cultural Leadership Allowance,
Your Own PLD Budget

WHAKAPAPA O WAI-O-URU SCHOOL

Our place | Tō tātou wāhi



MANA WHENUA

Wai-o-uru sits within the rohe of Ngāti Rangi, at the foot of Koro Ruapehu within Te Kāhui Maunga. A taonga of great significance, history and deep connection.

The Ngāti Rangi Treaty Settlement, Rukutia Te Mana, is an important part of understanding the history of this whenua, the experiences of Ngāti Rangi and the relationship we continue to build today.

NGĀTI TUMATAUENGA| NZ ARMY

Waiouru became a military town with the establishment of a permanent Army Camp in 1940, following the earlier use of the area in the 1930s.

In 1994, the New Zealand Army was afforded Ngāti status by Māoridom, becoming Ngāti Tūmatauenga, the tribe of the God of War. This recognised the shared identity and whakapapa of those who serve, and their whānau.

WAI-O-URU SCHOOL

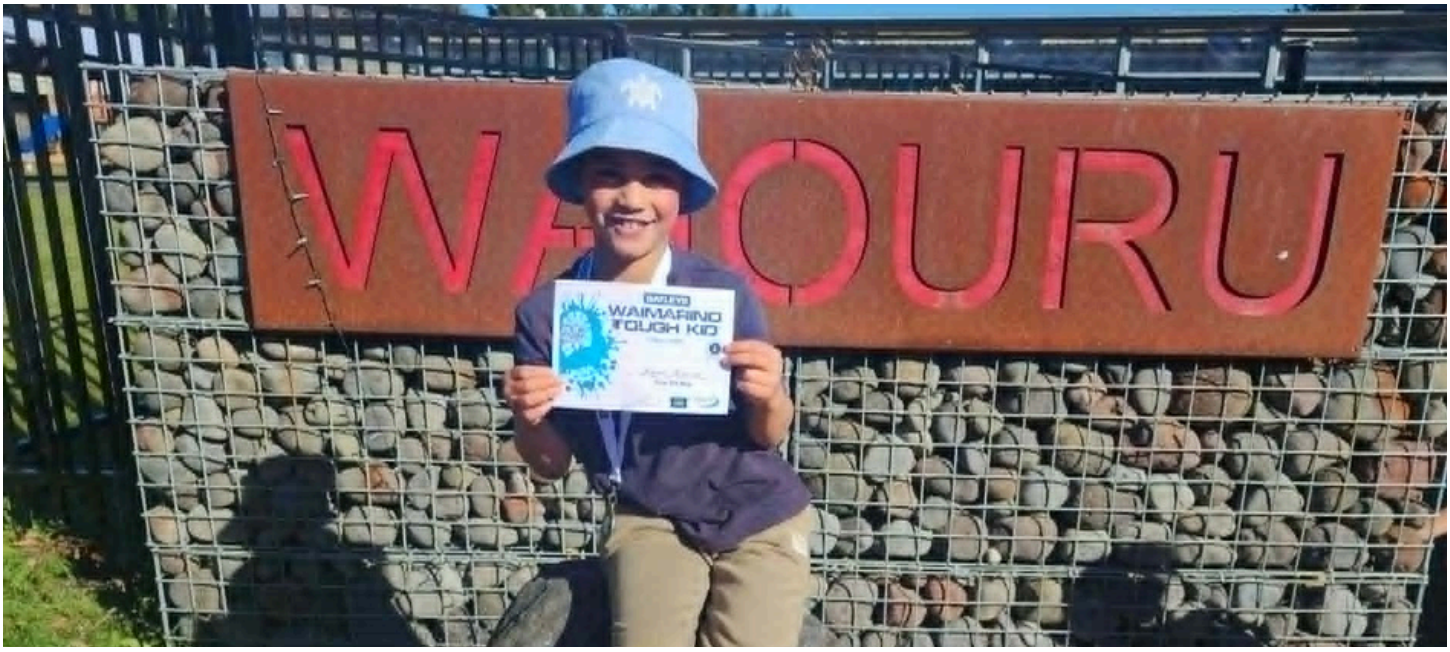
Waiouru School opened in 1948 to serve our local and military community. At its height, the kura served hundreds of tamariki and operated across 2 different sites including the fondly named “Top School”, where older students were taught.

The original school buildings served our community for over 70 years before our new, modern kura opened in June 2011. That history has left us with huge school grounds to explore, extending well beyond our current fenced area.

Today, our kura continues to welcome tamariki from both military and civilian whānau, shaped by our whakapapa, our community and the place we call home.

A PRETTY SPECIAL PLACE

Our kura | The Wai-o-uru Way



Our tamariki are awesome. They are down-to-earth, trusting, full of personality and accustomed to welcoming new people into their world.

Our class sizes are small, which means you genuinely get to know your learners and their whānau, who are incredibly supportive and love getting involved in our trips, events and experiences. Our tamariki go to Snow School, get outdoors and have opportunities that simply aren't available in every school.

Being part of a military community also means our tamariki can experience a lot of change. Whānau post in and out, parents deploy or spend time away on exercises, friendships change, and some children find separation or transitions difficult. That makes the relationships our teachers build particularly important. Consistency matters here.

Our tamariki need calm classrooms, predictable routines and adults who are consistent in their expectations and responses. To be successful at Waiouru, you need to be compassionate and curious about what might sit behind a child's behaviour, while still maintaining high expectations for learning and behaviour.

Growing future leaders and learners with Mana

Manaakitanga Aroha Ngākau Tapatahi Ākonga

COME FOR THE OPPORTUNITY, BE PART OF THE COMMUNITY

Life in Waiouru

You do need to be realistic about living in an alpine community. It is cold!

Waiouru is one of those places where you get back what you put in. Embrace the opportunities, turn up, get involved and the community will embrace you in return.

If accommodation is needed, we have access to an MoE house available to rent at a reduced rate for teachers. We won't pretend it's flash, but it has a heat pump, a fireplace and new carpet, everything you need to get settled. Use it as a stepping stone while you get to know Waiouru and find something more to your preference.

SKI FIELDS
Under an hour away

POOL + GYM
NZDF facilities available

MoE HOUSE
Available to rent if needed

-8°C
Yep, winter is properly cold

FIREWOOD
Get organised before winter

COMMUNITY
Turn up. Get involved. Belong.

We want you alongside our Tumuaki helping shape where our kura goes next.

The Opportunity

Our Year 7 and 8 Kaiako will

- Shape a senior programme that challenges and extends our Year 7 & 8 learners.
- Build on our Structured Literacy practice and strengthen learning across the curriculum.
- Prepare our rangatahi to leave us confident, capable and ready for secondary school.

Curriculum Leader

- Help shape great teaching across our school
- Help turn our data into deliberate action that accelerates progress.
- Bring your thinking to the table as we embed new curriculum.

Cultural Leader

- Bring Ngāti Rangi mātauranga, history and aspirations into everyday learning.
- Grow the confidence and capability of our kaiako in te reo Māori me ōna tikanga.
- Whakamana Te Tiriti o Waitangi visible in how our kura operates.

Leading through Your Strengths

Bring your thing!

- Have an idea? An area you want to develop? Something you think our kura could do brilliantly? Bring it.
- Lead initiatives, events and kaupapa that build on your strengths and create opportunities for our tamariki.

In return, we want this role to genuinely grow you as a leader.

We will invest in you.

- Your ideas will be listened to, supported and given room to grow.
- You'll work alongside a Tumuaki who wants to see you succeed.
- You'll join a team that works hard, laughs often and genuinely enjoys working together.

Our aspiration is that you grow through this role and, when you're ready, are well placed to step into a principalship of your own.

MANAGEMENT UNITS
2

CULTURAL LEADERSHIP
$5K

PLD ALLOWANCE
$5K

LEADERSHIP RELEASE

**Cultural Leadership Allowance is subject to the successful applicant meeting the Ministry of Education eligibility criteria. View the Cultural Leadership Allowance criteria here.*

**Personalised PLD allowance is reviewed annually, subject to available school funding, and must align with the professional growth of the successful applicant and the strategic needs of the kura.*

DON'T DILLY DALLY!

Ready? | Apply Now

1 GRAB YOUR CV

no cover letter needed

2 COMPLETE THE APPLICATION FORM

Please complete and return the application pages only. These can be completed electronically using any PDF editing tool you are comfortable with.

Use explicit examples that highlight your strengths. We want to see what you've achieved so far, what you're capable of, and where your potential lies. Let your experience, your personality and your passion for teaching and leadership shine through your application.

3 EMAIL jobs@waiouru.school.nz

Applications Close Friday 22 January 2027

Kanohi ki te kanohi

INTERVIEWS

If shortlisted, please be prepared to travel to Waiouru to meet with us in person.

We will review applications as they are received and may contact shortlisted applicants to arrange an interview before the closing date.

Start date is negotiable.

We look forward to hearing more about you and your mahi.

APPLICATION FOR EMPLOYMENT

Important Notes for Applicants

Thank you for applying for a teaching position with our school. Please ensure you have a copy of the position (job) description before completing this application and read the following notes:

1. You need to fill out this form yourself.
2. First, read it through, then answer all questions and make sure you sign and date where indicated on the last page.
3. Attach a current curriculum vitae (CV) containing any additional information, if necessary.
4. 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.
5. If you are selected for an interview you may bring whānau/support people at your own expense. Please advise if this is your intention.
6. 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.
7. All applicants are required to give consent to a Police vet:

a) You cannot be employed as a children's worker if you have been convicted of a specified offence listed in Schedule 2 of the Children's Act 2014 (unless you have obtained 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 further offence within 7 consecutive years of being sentenced
- you did not serve a custodial sentence 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

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.

1. 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 (Requirements for Safety Checks of Children's Workers) Regulations 2015.

Custodial sentence means a sentence of imprisonment and includes corrective training, preventive detention, a sentence of imprisonment served by home detention, borstal training, detention centre training and any other sentence that requires the full-time detention of an individual. Non-custodial sentence includes, but is not limited to, a community-based sentence, a sentence of home detention, a sentence of a fine or reparation, a suspended sentence of imprisonment, and a specified order.

APPLICATION FOR EMPLOYMENT

Waiouru School
Ekea tō tāpuhipuhi
Climb to the highest peak, strive for success!

Position Applied for:

Deputy Principal

Permanent / Fixed Term:

Permanent

PERSONAL DETAILS

Name in full :

Preferred name:

Email:

Phone Number:

Address:

Postcode:

NZ Citizen: YES ◯ / NO ◯ If not, do you have a NZ Work Permit: YES ◯ /NO ◯

Criminal Conviction: YES ◯ /NO ◯ Discharge without Conviction: YES /NO

Details:

Are there any health related conditions which could impact on your ability to perform the position applied for:

Details of the health related conditions, including what, if any, reasonable steps can be taken to accommodate these conditions:

EMPLOYMENT INFORMATION

Teacher Registration Number:

Teacher Registration Expiry Date:

Current and Previous Teaching Positions: Preferably for up to five years

From	To	Employer	Position

Leaving Reason

From	To	Employer	Position

Leaving Reason

From	To	Employer	Position

Leaving Reason

Degree	University	Year

Other Qualifications:

Relevant Experience:

REFEREES

Name:

Phone: Email:

Capacity in which you have known this person:

Name:

Phone: Email:

Capacity in which you have known this person:

Name:

Phone: Email:

Capacity in which you have known this person:

First things first. Can you teach?

You will be teaching our Year 7/8 class, and our tamariki deserve a first-class teaching and learning experience. Convince us that you're an excellent classroom practitioner. What are your strengths, what does excellent teaching and learning look like in your classroom, and how do you ensure every learner is included, supported and challenged?
We want specific examples from your own teaching practice that demonstrate what you do, why you do it, and the difference it has made for your learners.

Relationships matter here.

You will work closely with tamariki, whānau, staff and the Tumuaki. Tell us about the kind of person and colleague we would be getting. What do you value in a team, how do you contribute to a positive working environment, and what should we expect from you as a colleague and leader?

Tell us how you work.

Leadership takes time, energy and commitment, but it should also be mahi you enjoy. Tell us how you approach your work. How do you stay organised, follow things through and give your best to the role, while still maintaining a life outside of school?

What will you bring to Waiouru?
Change is constant in our military community, so we value leaders who build consistency, strengthen what matters to our tamariki and whānau, and bring their own strengths and expertise to our kura.

Tell us what's in your kete. What skills, passions and leadership experience would you bring to Waiouru, and how could you use them to strengthen our school?

Give us a specific example of something you have led. Show us how you took ownership and made a difference.

Any other additional information you consider relevant:

DECLARATION:

I declare that to the best of my knowledge the information provided in this application form and the information provided in the Curriculum Vitae and any accompanying documentation is correct. I understand that if any false or misleading information is given, or any material information suppressed, I will not be employed, or if I am employed, my employment will be terminated:

Applicant's Full Name:

Applicant's Signature

Date: