CAMBRIDGE HIGH SCHOOL
TE KURA TUARUA O TE OKO HOROI
EST 1883

ASSISTANT PRINCIPAL
STRENGTHENING CULTURE

POSITION DESCRIPTION
NOVEMBER 2026

1. Position Overview

Reporting to the Principal, the Assistant Principal - Strengthening Culture provides operational leadership and strategic input for culture, wellbeing and the co-curricular life of Cambridge High School. The role works within the Strengthening Culture pillar, supporting the Deputy Principal – Strengthening Culture in the implementation of strategic and operational priorities.

2. Cambridge High School Context

CHS empowers every student to grow, realising their potential in an inspiring and supportive learning environment. The role supports REACH values and the strategic priorities of excellence in learning, excellence in teaching, an opportunity-rich environment and effective resourcing.

3. Leadership at CHS

The Senior Leadership Team is organised around three pillars: Strengthening Us, Strengthening Learning and Strengthening Culture. The Assistant Principal works with the Deputy Principal within the Culture pillar and contributes to whole-school leadership.

4. Key Areas of Responsibility

- Operational leadership of school culture and wellbeing
- Support for the effective operation of pastoral systems and student support
- Support (as required) in the oversight of co-curricular programmes
- Liaison with Ngaa Poutiaki as part of overall responsibility for Te Ao Maaori
- Leadership of selected major school events and celebrations
- Liaison, as an SLT member, with allocated Faculty leaders
- Support and development of Deans and other pastoral leaders.

5. Leadership of People

Build high-trust relationships, develop middle leaders, coach staff, lead change effectively and contribute to recruitment, induction and professional growth.

6. Strategic Responsibilities

Use evidence and data to guide decision-making, contribute to strategic planning and review, manage improvement initiatives and ensure alignment to CHS priorities.

7. Culturally Responsive Leadership

Demonstrate a clear commitment to Te Tiriti o Waitangi, strengthen outcomes for Maaori learners and build authentic partnerships with whaanau and iwi.

8. Leadership Capabilities

Building trust, collective leadership, strategic thinking, evaluation for improvement, continuous learning and modelling REACH values.

9. Person Specification

An experienced educational leader, or an outstanding middle leader ready for senior leadership, with demonstrated strengths in culture, wellbeing and pastoral care. New Zealand teacher registration is essential, as is being an effective communicator, and being collaborative and student-centred.

10. Success in the Role

A strong culture, with high student belonging, strong pastoral support and oversight, effective leadership development, positive whaanau engagement and successful delivery of strategic and operational priorities.