



St Henry's Marist College is an independent, co-educational Catholic School founded in 1929 by the Marist Brothers and situated in Glenwood, Durban.

We are looking for a full-time

Head of Religious Education and Ethos

to join our Marist family from January 2027.

Requirements for the position:

- A practising Catholic committed to promoting and living the Marist-Catholic ethos of the College.
- Experience in teaching Religious Education and leading faith-based, pastoral, liturgical, or ethos-related programmes in the Preparatory and/or High School.
- An inspiring and collaborative leader with a passion for faith formation, pastoral care and community building.
- A recognised teaching qualification (PGCE, B.Ed. or equivalent), or a willingness to acquire such qualification.
- Strong organisational, communication, leadership and stakeholder engagement skills.
- Commitment to the holistic development of young people and the values of Catholic and Marist education.
- Willingness to be actively involved in the broader co-curricular and community life of the College.

Prospective candidates can view the application requirements and details of the application process on the College's website:

<https://www.sthenrys.co.za/recruitment/>

St Henry's is an equal opportunity employer. We reserve the right not to fill this post. Should you not receive a response, please accept that you have not been successful.

St Henry's Marist College, in line with POPIA (Protection of Personal Information Act), will attempt to ensure the confidentiality of all applicants for this role. All reasonable measures will be in place to protect personal information but will be used in the recruitment, selection and reporting process. By submitting your application for this position, you are recognising and accepting this disclaimer.

Closing Date: 30 September 2026



POSITION: HEAD OF RELIGIOUS EDUCATION AND ETHOS (ST HENRY'S MARIST COLLEGE)

The Head of RE and Ethos is a full-time position. The position requires the successful candidate to be a practising Catholic who, by personal example and professional leadership, will ensure that the distinctive Marist and Catholic ethos, rooted in the teachings of Jesus Christ and the Church, permeates all aspects of the life of the School.

REQUIREMENTS: PLEASE NOTE THAT CONSIDERATION WILL ONLY BE GIVEN TO CANDIDATES WITH THE FOLLOWING:

EDUCATION AND EXPERIENCE REQUIREMENTS:

- Relevant experience in a school environment would be advantageous.
- A teaching qualification (e.g., PGCE, B.Ed., or equivalent) or willingness to acquire such.
- Additional training or certification in pastoral care, chaplaincy or school leadership would be advantageous.
- Proven track record of leading or coordinating faith-based programmes, ethos development, or pastoral initiatives in a school or similar setting.
- Experience in organising liturgies, retreats, assemblies, or community outreach projects.

TECHNICAL COMPETENCIES:

- Communication and Presentation
- Organisational and Administrative
- Community and Stakeholder engagement

GENERIC COMPETENCIES:

- Ability to role model attributes of servant leadership
- Strong planning, organising and reporting skills
- Managerial skills and expertise
- Positive interpersonal skills
- Time management skills
- Strong team orientation
- The ability to uphold the Ethos and Values of the School

ATTRIBUTES:

- Faith and Values - Strong personal commitment to the ethos of the school, integrity and authenticity in living out the School's values and ethos and respect for diversity of belief and the ability to engage with all students, staff and parents.
- Leadership and Vision - Capacity to inspire both staff and students in matters of faith, values, and moral development.
- Pedagogical Expertise - Understanding of contemporary approaches to teaching RE, including dialogue, critical thinking, and interfaith awareness and ability to mentor and support RE staff
- Pastoral Sensitivity - Empathy, approachability and a listening presence for students and colleagues and skill in guiding young people through moral, ethical and spiritual questions, as

well as the capacity to support the well-being of staff and students in ways consistent with the school's ethos.

- Community Builder - Ability to foster a culture of respect and service and commitment to outreach, social justice and service opportunities for students.
- Communication and Presence - Confident public speaker in assemblies, liturgies and school gatherings and visible presence in the daily life of the school.
- Organisational and Professional Skills - Strong planning and administrative ability (coordinating liturgies, retreats, service projects, etc.) and dedication to ongoing professional development.

ROLE / JOB PROFILE:

1. **Operational Management & Leadership**
 - To take a pivotal lead in the ethos of the school.
 - To co-ordinate the work of the chaplain, to work with him and support him in his ministry at the School.
 - To line manage the Religious Education teachers, supporting performance management, teaching and learning, student progress and staff development.
 - To teach Religious Education in the Preparatory or High School or both.
 - To manage the Head of Chapel and the liturgical team.
 - To take the lead in arranging Masses and liturgical events with roleplayers on the campus.
 - Chair the School's Ethos committee and manage its membership and its meetings.
 - To liaise with the other Marist schools and work with them as relevant in fostering Marist programmes, workshops and associated meetings/conferences.
 - Effectively manage financial and physical resources to support the Ethos.
 - Ensure the Ethos of the school is promoted to all staff and students irrespective of their faith or belief.
 - Provide induction, continual professional development and training to meet the needs of all staff and students regarding the School's Ethos.
 - To manage the chapel and sacristy/vestry, ensuring that they are properly resourced and cared for and that the chapel is recognised as a key part of the Ethos of St Henry's.
2. **Strategic Implementation**
 - Develop and ensure implementation of a whole-school policy for the Marist-Catholic ethos in line with the aims and policies of the School.
 - To be conversant with the CIE/CSO frameworks for Religious Education and Instruction.
 - Produce short, medium and long-term plans to develop the Ethos of the School in relation to:
 - resources
 - staff professional development requirements
 - the aims of the school and its policies and practices and ensure this is integrated into the school Strategic Plan.
 - Lead the spiritual development of all students and staff (Catholic and non-Catholic) across the school.
 - Co-ordinate and inspire the school's fundraising for outreach and charitable undertakings linked to the Liturgical Calendar and external events.
 - Promote and support the liturgical work of the school and act as a link to the Archdiocese when required.
 - Foster and consolidate links with our immediate parishes, including working with local parish priests.
 - Communicate to staff, students and other stakeholders as required and appropriate, current thinking and guidance of the Catholic Church.

- Monitor and evaluate all aspects of the Marist-Catholic ethos of the school and ensure the highest quality of provision. This should be creative, innovative and universal to engage all in our community.
- Line manage the Religious Education teachers to monitor RE plans.
- Link with Governor who is responsible for Ethos (if applicable).
- Be involved in the extracurricular life of the school, both RE and non RE related, e.g. charity work.

3. Teaching and Learning

- Oversee curriculum coverage, continuity and progression in RE throughout the school.
- Support and guide colleagues to select the most appropriate teaching and learning methods and resources to ensure Marist-Catholic ethos is experienced across the campus.

4. Leading and Managing Staff

- Lead professional development of staff through example and support to ensure full knowledge and understanding of what RE and Catholic Life should be in school.
- Support staff with training and resources for them to produce high-quality prayer, assemblies and liturgy.
- Develop the liturgical calendar and link to the school calendar.
- Lead and support staff to provide school retreats and mission.
- Develop partner school links and community in activities that develop the Marist-Catholic life of the school.

Reporting

- Reports to the College Principal.