**A person and a child looking at a computer screen

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**2022 Department of Education - UTAS Graduate Teacher Recruitment**

The Department of Education, Tasmania (DoE) are partnering with the University of Tasmania (UTAS) to offer a specific program for UTAS Education graduates, tailored to early career expectations, with a focus on streamlining employment into the public teaching system. Only graduates from the Education faculty within UTAS are eligible to express interest.

We are committed to reflecting the broader diversity of the Tasmanian community. As part of our inclusive practice, we are flexible to the needs of our staff, students and applicants.

To be eligible to apply for this vacancy, applicants must:

* be graduating with a Bachelor or Masters degree from the Education Faculty at UTAS
* be able to gain provisional registration to teach from Term 1, 2023 granted by the Teachers Registration Board of Tasmania.

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## STAGE 1 - Application

Apply online via the UTAS Professional Experience portal until 7 August 2022.

The application will take you through your work and location preferences.

## STAGE 2 – Verification

Once the advertisement has closed a list will be sent to UTAS to verify your enrolment.

## STAGE 3 – Online chat and Video Interview

## The Department is engaging an online interview platform that can be completed in your own time.

## There are two activities that will cover up to 5 questions and you will be able to stop and start whenever it suits you:

## Online Chat: is a text based experience that will allow you to answer questions in your own time. At the end of this assessment you will get a personalised email that includes some insights and coaching tips.

## After the Online Chat you will be directed to complete a video Interview.

## Video Interview: recording answers to 2 questions where you can rehearse and record up to 3 times for each question and there’s no overall time limit.

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## Once you have completed the Online Chat you will be directed to complete the Video Interview section, therefore please allow enough time for both assessments within the set timeframe.

## STAGE 4 – Face to Face Interview

## A casual informal online or face to face interview will be undertaken.

## The interview will consist of 3 short questions and there will be time for questions at the end if you have any.

## STAGE 5 – GTPA

## You GTPA results are incorporated into assessments to support a streamlined and connected pathway from study to employment.

## Passing the GTPA is a requirement to be considered as part of the selection process.

## Once your have your GTPA outcome you are encouraged to share this with Principals as part of your school placement package if you are found suitable.

## FREQUENTLY ASKED QUESTIONS

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## How do I apply?

Apply online via the University of Tasmania Professional Experience Portal.

You are able to commence your application and save as a draft, or complete and further edit your application at any stage during the advertising period until 7 August 2022.

You must:

* complete an online application form that details your qualifications, work and location preferences;
* provide a current resume;
* provide two professional references - one referee must be your most recent professional experience supervisor or current Principal (for those students on a LAT).

We encourage you to speak with your nominated referees and advise they may be contacted by email to provide information to support your application.

## Am I eligible to apply?

To be eligible to be appointed as a Teacher you need to meet the essential requirements of the role prior to commencement date. (Term 1, 2023) You must:

* be currently studying a teaching degree at UTAS.
* provide evidence you are up to date with vaccination against COVID-19 or have an approved exemption.
* to be able to gain qualifications as established by the Tasmanian Industrial Commission in the Teaching Service (Tasmanian Public Sector) Award 2005 by Term 1 2023.
* to be able to gain teacher registration granted by the [Teacher Registration Board Tasmania](https://www.trb.tas.gov.au/Pages/Home.aspx) (TRB) by Term 1 2023.
* hold current Tasmanian [Registration to Work with Vulnerable People](https://www.cbos.tas.gov.au/topics/licensing-and-registration/registrations/work-with-vulnerable-people) (RWVP) - Class of Registration – Employee/Volunteer.
* be either an Australian citizen, a permanent resident of Australia, a New Zealand citizen with a current New Zealand passport, or hold a current visa that allows you to work within Australia (please note - the Department does not sponsor visas).

Persons who are not Australian citizens or permanent residents may hold a permanent appointment in the Tasmanian State Service provided that, at all times, they hold and comply with all visa requirements as determined by the Commonwealth Department of Immigration and Citizenship and the Migration Act 1958. Please upload a copy of your current Working Visa when submitting your online application.

## Where will I get placed?

Vacancies in schools are continuing to be confirmed as part of the Department’s annual staffing process ready for the commencement of the 2023 school year.

The intent of the selection process is to fill fixed term and permanent vacancies as they become known, across Tasmania, on a part time or full-time basis.

If found suitable you will be contacted about your placement school by phone.. Placement will be aligned with known vacancies, your skill set and nominated location preferences.

* A timeframe will be provided for you to consider the offer
* You may only receive one offer of placement.

You would be expected to commence from the beginning of Term 1, 2023. College teachers commence 30 January 2023. Primary and Secondary school teachers commence 6 February 2023.

Please refer to Tasmanian Public Health advice regarding any interstate/overseas travel considerations.

## How do I nominate my location preference?

Your nominated municipality preference(s) are to be provided within the online application form. Preferences will be used to map suitable applicants to known vacancies.

Please carefully consider the preferences you indicate as you may only get one offer of placement and the location is a large factor in the determination.

A Tasmanian public schools map with information about the Department’s 195 schools is attached to this advertisement. You can also access the information by clicking the image below.

Municipalities are as follows:

**Northern:** Break O’Day, Dorset, Flinders Island, George Town, Launceston, Meander Valley, Northern Midlands, West Tamar.

**North-West:** Burnie, Central Coast, Circular Head, Devonport, Kentish/Latrobe, King Island, Waratah-Wynyard, West Coast.

**South:** Brighton, Central Highlands, Clarence, Derwent Valley, Glamorgan-Spring Bay, Glenorchy, Hobart, Huon Valley, Kingborough, Sorell, Southern Midlands, Tasman.

[Map

Description automatically generated](https://cm2webshare.education.tas.gov.au/CM2WebShare/Grid/Download/8cdf3abd-04b3-48d9-8006-2c3985c1e486?uri=5726136)

## If I am not successful, what other opportunities are there for me?

This selection process may be used to fill new fixed term or permanent vacancies as they arise over a period of up to twelve months on a part time or full time basis.

In addition, any specific Tasmanian teaching jobs are advertised weekly via [www.jobs.tas.gov.au](http://www.jobs.tas.gov.au). You are able to set up job alerts for roles of interest. We encourage you to set up a job alerts so that you do not miss any exciting avenues into employment with the Department of Education.

Further to the above, there is an Employment Register you can nominate your interest in fixed term and relief teaching positions here: [Tasmanian Government Jobs (pageuppeople.com)](https://careers.pageuppeople.com/759/cw/en/job/492238/department-of-education-teacher-fixed-term-and-relief-employment-register).

This register is the mechanism used by schools to search for suitable applicants for fixed-term and relief roles. The purpose of the register is to engage ‘job ready’ people.

To be ‘job ready’ and register for fixed-term and relief you must be up to date with vaccination against Covid-19, hold a current Teachers Registration issued by Tasmania, and a current Registration to Work with Vulnerable People.

For further information on the exciting work of the Department please visit [www.education.tas.gov.au](http://www.education.tas.gov.au).

If you have a facebook account, we suggest you follow us on Facebook under ‘Department of Education, Tasmania’ and also ‘Teach Tasmania’. These pages include posts, including articles and videos that may be of interest to you on Tasmanian Education.

## Who will assess the activities?

Selection panels will be coordinated with members consisting of representatives that are best placed to recommend the highest quality candidates. This will include School Principals and Senior Education Leaders as key in the decision-making process.

## How is the assessment undertaken?

You will be assessed against the selection criteria outlined in the Statement of Duties located in the professional experience portal for your fit for DoE.

Your GTPA will also form part of the assessment. You must pass your GTPA to be considered.

A commitment to the Departments Values of aspiration, growth, courage and respect and the strategic priority of putting learner’s first will also form part of the assessment.

## What are the Department of Education Values?

Our commitment clearly demonstrates our shared goal, for each and every member of our Department to put our learners first: Working together we inspire and engage all learners to learn more, every day.

We are always seeking like-minded people to join us in painting a bright future for Tasmanians.

We have a set of organisational [values](https://www.youtube.com/watch?v=i-MzGjdg1AE&list=PLWFK6wYaexKjjtfnTZb5zUEOEWWEI2WEK&index=2&t=0s) which represent what is at the heart of the Department, reflect what we stand for and underpin all aspects of our work.

**Our Values:**

[Aspiration](https://www.youtube.com/watch?v=LssWuDqNtWE&list=PLWFK6wYaexKjjtfnTZb5zUEOEWWEI2WEK&index=4&t=248s) – a culture of high expectations and high achievement

[Respect](https://www.youtube.com/watch?v=DnboLIEAPS8&list=PLWFK6wYaexKjjtfnTZb5zUEOEWWEI2WEK&index=5&t=79s) – respecting ourselves, others, our past and our environment

[Courage](https://www.youtube.com/watch?v=qN1UCRObpW0&list=PLWFK6wYaexKjjtfnTZb5zUEOEWWEI2WEK&index=6&t=189s) – accepting challenges and embracing opportunities

[Growth](https://www.youtube.com/watch?v=Gu7o5H3gGRw&list=PLWFK6wYaexKjjtfnTZb5zUEOEWWEI2WEK&index=3&t=0s) – improving by always learning and finding better ways to do things.

## What is it like working as a teacher in the Tasmanian Department of Education?

All schools across the state have their own unique context, community and school environment. Whether you are working in a Primary School on the West Coast of Tasmania, or a High School in the Launceston city centre, there is an enriching teaching experience available, where the main focus is on the students.

We provide educational services through our Child and Family Learning Centres, Launching into Learning programs (babies to 4 years old and their families), primary, combined, secondary and senior secondary schools around the state, including education delivered flexibly through blended learning.

Our Department is committed to Diversity and Inclusion, and aims to reflect the broader diversity of the Tasmanian community. As part of our inclusive practice, we will be flexible to the needs of our staff, students and job applicants.

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## What employment conditions are on offer?

The Department provide flexible work arrangements to support lifestyle needs and an inclusive, values-based workplace.

Teachers have access to substantial leave entitlements, and a supportive workplace with induction and mentoring, and professional development opportunities.

Depending on the location of your school and your teaching experience, employment conditions may include:

* Beginning Teacher Time Release (release time for professional learning for first year teachers);
* Isolated school incentive;
* District Allowance;
* Staff accommodation;
* “Computers for Teachers” (CFT) Device

Relocation expenses may be considered. Applications for payment of removal expenses would be assessed upon submission by successful applicants in line with the Tasmanian State Service Regulations.

Reimbursement of additional expenses enroute may be considered on commencement.

## How do I find out about Teacher Registration in Tasmania?

For information on registering as a Teacher in Tasmania, mutual recognition provisions or general queries please visit [www.trb.tas.gov.au](http://www.trb.tas.gov.au).

TRB Frequently asked Questions are available at [Frequently Asked Questions - TRB](https://www.trb.tas.gov.au/Web%20Pages/FAQ.aspx)

## What is the salary range?

Salary placement will be in accordance with qualifications and experience within the range of $70,794 to $106,764 per annum (pro rata).

A copy of your qualifications and a statement of service relevant to your teaching service (from your employer) is required by the Department to determine where your salary would commence.

If you are unable to provide relevant statements of service prior to commencement, you will be placed at the base salary level.

Your level can be reviewed at any point in time following receipt of relevant statements of service.

## Does a probation period apply?

All newly appointed permanent employees to the State Service are subject to a period of probation. There is a 12 month probation period applicable under the Teaching Service (Tasmanian Public Sector) Award.

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## Are there any incentives to take up placement in a regional location?

DoE is committed to our Teachers within regional locations. Teaching within regional areas can provide career progression and professional development through opportunities that are not always available at metropolitan schools. As a Teacher in regional Tasmania, you are welcomed into your school and local community with a range of benefits available.

## Incentive Payments

Incentive Payments are for eligible Teachers whilst working at some designated school locations:

» $2,759 upon commencement

» $2,759 upon completing 3 years continuous employment

» $5,523 upon completing 4 years continuous employment

» $5,523 upon completing 5 years continuous employment

» $5,523 upon completing 6 years continuous employment Further information regarding regional incentives can

be found within the Teachers Agreement 2019 (No. 2).

## District Allowance

District Allowance is paid each year to cover the extra costs that are incurred by living in a regional area. The allowance changes depending on the location of the school and ranges from:

» $1,861 to $3,724 with dependents; or

» $931 to $1,861 with no dependents

## Leave Expenses

Expenses for return airfares (to the nearest city) are available to employees stationed on the Bass Strait Islands four times a year.

## Paid Time to Attend Urgent Personal Business

Teaching employees within Cape Barren Island School, Flinders Island District High School, King Island District High School, Mountain Heights School, Redpa Primary School, Rosebery District School, Strahan Primary School and Zeehan Primary School are entitled to apply for up to one full day each term in paid time to attend to urgent personal business which is unable to wait until the end of term when school holidays fall.

Teaching employees within Bicheno Primary School, Edith Creek Primary School, St Helen’s District High School, St Mary’s District School, Swansea Primary School, Tasman District School and Winnaleah District High School are entitled to apply for up to two full days per year for the same purpose as described above.

## Accommodation

Residential accommodation is managed by schools, and may be available for employees working in regional and remote locations of the state.

Accommodation is located within proximity to the schools and the local community and can be rented from the Department between $10 to $50 per week.

## What professional development and career progression is available?

## We provide a supportive environment where Teachers can:

## build on their quality teaching practice

## pave a career path and reach their full potential empower students to reach theirs.

The Department is committed to professional development, delivered through the [Professional Learning Institute](https://pli.education.tas.gov.au/) (PLI). Their role is to broker, develop and deliver high quality professional learning that is fundamental to the development of a highly effective and continually improving our Workforce.

The PLI is focused on professional learning that is matched to individual career stage and context, supporting clear career pathways for Tasmanian teachers and leaders. There is an induction opportunity available for Early Career teachers which allows opportunity to connect with fellow professionals.

Successful applicants would have the opportunity to participate in a range of programs offered through the PLI, and other relevant channels, whilst benefiting from the experience and support of quality teacher colleagues within the workplace.

## I have a disability. What workplace adjustments can I expect?

The Department seeks to give all applicants the best opportunity to demonstrate capacity to undertake the duties of the vacancy and will readily consider making reasonable adjustments in the workplace. Please contact Recruitment and Employment to discuss any specific requirements you may need within the selection process or to discuss any adjustments we can make to improve the accessibility of our application process.

## Further Information

Teachers are employed by the Department of Education in accordance with, and subject to, the provisions of the *State Service Act 2000* which includes the State Service Principles and the Code of Conduct. Outlined below are some of the relevant legislation, employment conditions and links to these sites.

» [Teaching Service (Tasmanian Public Sector) Award](https://www.tic.tas.gov.au/__data/assets/pdf_file/0004/299110/Teaching_Service_Tasmanian_Public_Sector_Award_-_S197_order_3_of_2014.pdf)

» [Teachers Agreement 2019](https://www.tic.tas.gov.au/__data/assets/pdf_file/0003/573420/T14722-of-2019-Teachers-Agreement-2019-No-2.pdf) (No.2)

» [State Service Act 2000](https://www.legislation.tas.gov.au/view/whole/html/inforce/current/act-2000-085)

» [Teacher Transfer/Assignment of Permanent Duties Industrial Agreement 2013](https://www.tic.tas.gov.au/__data/assets/pdf_file/0007/267721/Department_of_Education_Teacher_Transfer_-_Assignment_of_Permanent_Duties_Industrial_Agreement_2013_-_T14069.pdf)

» [Salary Scales](https://documentcentre.education.tas.gov.au/Documents/Salary%20Scales.pdf)

***Advertisement contact details***  
For further information around this process, please contact [Teacher.Recruitment@education.tas.gov.au](mailto:Teacher.Recruitment@education.tas.gov.au).