



Mount St Benedict College

Community Engagement and Development Manager Position Description

Mount St Benedict College is a Catholic, independent, girls' high school in the Good Samaritan tradition, offering holistic education based on Benedictine values of Pax, Hospitality and Stewardship.

Mount St Benedict College is committed to ensuring that every person involved in the College understands the important and specific role they play, both individually and as part of the wider community, to ensure that the wellbeing and safety of all children and young people in their care.

POSITION TITLE:	Community Engagement and Development Manager
DEPARTMENT:	Advancement Team
LOCATION:	449D Pennant Hills Road, Pennant Hills NSW 2120
PURPOSE STATEMENT:	The Community Engagement and Development Manager plays an important role in strengthening lifelong relationships between Mount St Benedict College and its community, with a particular focus on alumnae engagement, current family engagement and the development of the College's emerging philanthropy program. Reporting to the Director of Advancement, the role develops and delivers initiatives that foster meaningful connection, participation and belonging, while supporting the College's strategic priorities and commitment to Catholic girls' education. Working collaboratively across the College, the Community Engagement and Development Manager develops and grows opportunities for alumnae, current families, volunteers, benefactors and friends of the College to remain connected and engaged with Bennies. The role is responsible for nurturing relationships, identifying opportunities to strengthen community engagement and helping establish the foundations of a sustainable philanthropy program. The role requires a strategic and relational approach, with the ability to identify opportunities, turn ideas into action and build meaningful relationships across the College community. It is underpinned by a deep commitment to Catholic girls' education, the Good Samaritan Benedictine tradition and the mission and values of Mount St Benedict College.
POSITION REPORTS TO:	Director of Advancement
COORDINATES WITH:	• Advancement Team • Principal and members of the College Leadership Team • Teaching and Professional Services Staff • Parents and caregivers • Mount St Benedict College Parents and Friends Association (P&F) • Students • Mount St Benedict College Ex-Students Association (MSBESA) • Alumnae • Donors, benefactors and prospective supporters • Volunteers, community partners and sponsors
DIRECT REPORTS:	None
AWARD/AGREEMENT RELATIONSHIP:	NSW Catholic Independent Schools (Support Staff-Model A) Multi-Enterprise Agreement 2025

CLASSIFICATION:	Level 6 + Above Award Payment (\$122,958 per annum)
STATUS:	Full-time (43 weeks)
OTHER ALLOWANCES	NIL
SPECIAL CONDITIONS	This role requires flexibility to attend College events and community activities outside of normal business hours, including evenings and weekends, to support engagement with families, alumnae and the broader College community.

MAJOR ACCOUNTABILITIES:

1. Community Engagement

- Develop and implement the College's Community Engagement strategy, aligned with the College's mission, values and strategic priorities.
- Develop and deliver initiatives that strengthen connection, participation and belonging across the College community.
- Build and nurture meaningful, long-term relationships with current families, alumnae, volunteers, benefactors and friends of the College.
- Identify opportunities to strengthen community engagement, participation and advocacy across the College.
- Act as the College's community engagement liaison for the Mount St Benedict College Ex-Students Association (MSBESA) and Parents and Friends Association (P&F), supporting effective communication, collaboration and engagement.
- Develop and grow opportunities for alumnae to remain connected with Bennies through reunions, networking, mentoring, volunteering and involvement in College activities.
- Develop, maintain and strengthen the College's volunteer community through effective communication, recognition and engagement.

2. Alumnae Engagement

- Develop and grow the College's alumnae engagement program, building lifelong connections and encouraging ongoing participation in the life of the College.
- Identify and develop opportunities for alumnae to connect, contribute, volunteer, mentor and share their experience and expertise.
- Support the development of alumnae networks, reunions and other initiatives that strengthen lifelong connection to Bennies.
- Identify and share opportunities to celebrate the achievements and contributions of alumnae and strengthen their connection to the College.

3. Philanthropy and Development

- Contribute to the development and implementation of the College's emerging philanthropy strategy, aligned with the College's strategic priorities.
- Work with the Director of Advancement to establish the foundations of a sustainable philanthropy program, identifying opportunities, advising on priorities and developing engagement and stewardship initiatives that can grow over time.
- Support the development of appropriate philanthropic initiatives, including campaigns, giving opportunities, donor stewardship and longer-term philanthropic engagement.
- Maintain accurate philanthropic records and information through the College's database and CRM systems to support relationship management, reporting and future engagement.
- Support the administration and reporting requirements for the College's Deductible Gift Recipient (DGR) Funds and ensure activities are undertaken in accordance with relevant legislation and College requirements, including the Charitable Fundraising Act.

4. Communications, Content and Storytelling

- Develop and coordinate communications that strengthen community connection, participation and engagement.
- Identify and share stories that celebrate students, staff, alumnae and members of the College community and demonstrate the impact of College initiatives.
- Develop and coordinate content for alumnae and community publications, newsletters, digital platforms and social media channels, in collaboration with the Advancement Team.
- Develop stakeholder communications and materials that support community engagement and philanthropic initiatives.
- Work collaboratively with members of the Advancement team to ensure communications align with the College's brand, messaging and strategic priorities.

5. Events and Community Activities

- Develop and support alumnae, community engagement and philanthropic activities that strengthen relationships and participation.
- Work collaboratively with the Advancement Events Coordinator to plan and deliver events and activities that support the College's engagement priorities.
- Provide strategic input into event purpose, stakeholder engagement and communications, with operational event delivery supported by the Advancement Events Coordinator.
- Support MSBESA events, including reunions and community activities, and parent community engagement initiatives in collaboration with the P&F and broader College community.
- Attend relevant College events and activities to foster relationships and strengthen community connections.

6. Advancement Operations and Stakeholder Relationships

- Work collaboratively with the Director of Advancement, Deputy Director of Advancement and Advancement Team to support the delivery of Advancement priorities and initiatives.
- Maintain accurate stakeholder and engagement information and prepare reports and insights to inform planning and decision-making.
- Use database and CRM information to understand engagement, identify opportunities and support relationship development.
- Develop positive working relationships with College leaders, staff, students, current families, alumnae and external stakeholders.
- Contribute to a collaborative, professional and relationship-focused Advancement culture.
- Attend College events and community activities outside of normal business hours, including occasional evenings and weekends, where required to support engagement with families, alumnae and the broader College community.
- Undertake other duties as required by the Director of Advancement or Principal.

ESSENTIAL SKILLS / QUALIFICATIONS:

- Relevant tertiary qualifications in communications, marketing, community engagement, fundraising, business or a related discipline, or equivalent professional experience.
- Minimum three years' relevant professional experience, ideally in a school or education environment, within Advancement, alumnae engagement, community engagement, development, fundraising, marketing, communications or stakeholder relations.
- Demonstrated experience developing and implementing community engagement, alumnae engagement, relationship-building or philanthropic initiatives.
- Strong strategic thinking and planning skills, with the ability to identify opportunities, translate priorities into practical initiatives and turn ideas into action.
- Demonstrated ability to build and nurture authentic, long-term relationships with diverse stakeholders, including current families, alumnae, volunteers, benefactors and external partners.
- Excellent written and verbal communication skills, with the ability to develop engaging communications for different audiences and purposes.

- Experience managing projects, initiatives or programs from planning through to delivery and evaluation.
- Experience using databases or CRM systems to support relationship management, engagement, reporting and informed decision-making.
- Excellent organisational skills, with the ability to manage competing priorities, work independently and maintain confidentiality.
- A valid Working with Children Check.

DESIRABLE SKILLS / QUALIFICATIONS:

- Experience working in a school or education environment, with an understanding of the context in which independent schools operate.
- Experience in Advancement, alumnae engagement, community engagement, development or philanthropy.
- Experience developing and growing alumnae, community engagement or volunteer programs.
- Experience in fundraising or philanthropy, including donor engagement, stewardship, giving initiatives or other forms of philanthropic development.
- Experience using databases or CRM systems to support stakeholder engagement, relationship development and reporting.
- Experience developing communications, publications, newsletters or marketing collateral, with familiarity using relevant content creation or design platforms.
- Experience using digital platforms and social media to support community engagement and relationship building.
- Membership of Educate Plus or a similar professional educational advancement organisation.

Key Performance Indicators	Description
1. Supporting the College's Catholic Ethos <i>Demonstrate an integration of faith and behaviour in all areas of College life. Act with love, grace, humility and generosity to all students, staff and families of Mount St Benedict College</i>	• Actively support, and live out the College's Declaration of Faith, Strategic Plan and Mission Statement. • Reflect an integrated model of Catholic service to all aspects of College life. • Demonstrate an understanding of current organisational, WHS and management practices and a demonstrated working knowledge of good business practices and financial control. • Promote in staff and students a strong commitment to serve others.
2. Service <i>Excellent communication skills, including the ability to liaise with all members of the community, both internal and external.</i>	• Provide the highest level of service to all members of the College Community - including students, parents and staff. • Positively promote the College both internally and externally at all times. • Provide patience, care, compassion and discernment, as needed. • Complete assigned work diligently and promptly and by the most efficient/effective means. • Cheerfully and proficiently greet visitors and facilitate resolution of any complaint. • Attend College functions, sometimes out of school hours.
3. Skills, Knowledge & Application <i>Demonstrated knowledge and application of the skills required for this position. This includes knowledge and understanding of appropriate</i>	• Apply contemporary management skills to ensure that the College community is professionally serviced, and the Director of Advancement is kept informed and up to date on all business-related matters. • Be intimately involved in policy development and aware of academic and other educational initiatives and issues that will directly or indirectly impact on the College's operations. • Demonstrate high-level oral and written communication skills, with an attention to detail and high-level organisational ability.

<i>content and skills, legislation, policies and procedures.</i>	• Prioritise duties, meet deadlines and achieve goals within a complex and multi-focused environment. • Develop and maintain professional relationships with the College community and external stakeholders. • Demonstrate the ability to meet deadlines. • Demonstrate the skills required to ensure effective communication with parents, students, staff, alumnae and other community members.
4. Professional Conduct <i>Demonstrated adherence to the professional responsibilities of working in an Independent Catholic College and understanding of the need for adherence to the College policies and procedures and the Staff Code of Conduct.</i>	• Fulfil all requirements of the Mount St Benedict College Code of Conduct. • Undertake all duties with loyalty, enthusiasm, diligence and the highest standards of professionalism. • Pursue and encourage excellence in all areas of College life. • Positively promote the College both internally and externally at all times. • Adhere to College policies, including Student Welfare, Child Protection, WHS, Staff Code of Conduct, Acceptable Use of IT, Copyright Regulations and other College policies. • Maintain confidentiality and discretion regarding all College-related issues. • Exercise initiative and judgment in complex, confidential situations. • Ability to manage policy implementation, for example, as pertaining to the handling of personal information. • Follow instructions from supervisors, comply with requests and instructions from the Principal and the Director of Advancement.
5. Personal and Professional development <i>Demonstrated experience in and understanding of the need for continuing both personal and professional development.</i>	• Maintain memberships, networking and involvement in professional associations. • Build and maintain industry relationships. • Attend all compulsory professional development provided by the College and as required by the College with outside agencies. • Show commitment to continuous organisational improvement. • Demonstrate commitment to ongoing professional growth and learning and engage in own professional learning.
6. Teamwork and Communication <i>Demonstrated ability to contribute to a diverse team, or participate as an active member of a team, consistent with the philosophy and policies of the College.</i>	• Demonstrate reliability and effective communication. • Provide clear and timely communication with students, parents, staff, prospective families and alumnae. • Model a willingness to work positively and collaboratively within a team. • Demonstrate highly effective communication and conflict resolution skills. • Establish and maintain effective communication networks. • Exhibit flexibility within the role to improve productivity, seeking and responding positively to feedback from peers, the Director of Advancement and the Principal. • Demonstrate the ability to work as part of a team as well as the ability to work independently. • Treat others in a respectful and supportive manner at all times.
7. Administration & Compliance <i>Through the use of organisational processes, ensure that all administration and documentation requirements are initiated and</i>	• Lead the College in the maintenance and delivery of its policy and compliance. • Maintain safe working practices at all times. • Comply with WHS requirements (specifically Section 36 of the Workplace Health & Safety Act) to ensure a safe working environment. • Complete required College documentation within established timeframes, e.g. applications for leave, expense reimbursements, incident forms etc. • Demonstrate knowledge of risk management; ability to apply due diligence with regard to the reporting of hazards and incidents.

completed in a professional and timely manner.	
8. Community Engagement <i>Demonstrated commitment to the Mount St Benedict College Community as an integral part of all employment responsibilities and to willingness to enhance our culture and co-curricular programs.</i>	• Where appropriate opportunities present, become involved in the life of the College to promote community and contribute to objectives of the College, including attendance at staff meetings, leading prayer, working with students, becoming involved in College events. • Engage professionally with colleagues, parents/carers and the community. • Encourage and promote engagement with the wider community. • Ensure positive relationships with outside agencies are maintained by providing timely and efficient communication when required.
9. Pastoral Care <i>Demonstrated commitment to the Pastoral Care of all students at Mount St Benedict College and an understanding of the need for adherence to all College policies and procedures in relation to the Pastoral Care of all students.</i>	• Maintain confidentiality in all issues in relation to the College. • Demonstrate concern and care for colleagues and engage positively and respectfully with them. • Support and maintain discipline and pastoral structures and expectations within the College. • Administer First Aid on occasion, as required. • Provide active and vigilant supervision of students as required.

Given the dynamic environment in which the College operates, the Principal may alter the roles and responsibilities of this position at his discretion in order to most effectively serve the needs of the College.

I have read, understand and agree to undertake the responsibilities and requirements as detailed in this position description.

Name: _____

Signature: _____

Date: _____