



**Year 3–5 classroom teacher
Full Time – Permanent Position
Applications close Friday 23 October, 3pm CHAST**

To apply please send your completed application form, CV and cover letter to the principal,
Mel Sutton.

principal@teone.school.nz

For all queries, please contact Mel on 027 285 3023, or 027 524 8580 after 3pm CHAST

Allowances as per Primary Teachers Collective Agreement

School houses are available for reduced rent



6 October, 2027

Kia ora, Kioranga

The Chatham Islands is a unique place to come and work. But it's more than just a change in jobs, it's a change in lifestyle. While we are looking for an amazing teacher who ticks all the usual boxes, we are also looking for more. We need a teacher prepared for the adventure of living on the Chathams, embracing both the joys and challenges of island life. It's a fantastic place, but it doesn't suit everyone.

Here, resilience takes on new meaning. "It is what it is" is a mantra. Redbands are your new best friends, and professional haircuts are a thing of the past. Waiting on boats or planes for mail and groceries is just a fact of life, with weather dictating much of island life. Wharekauri isn't a tropical island. Our beaches are stunning, and the sharks agree! Priorities here are different to New Zealand (yep, that's what we call it!), and yours soon will be too.

Our tamariki have a whole new set of life skills. They may not have experience crossing at the "green man" or catching public transport, but they can show you how to catch a weka for a boil-up, find swan eggs for your sponge cakes, or will proudly show off their prized boars from pig hunting. Weekends are less about technology, although it's definitely creeping in, and more about the outdoors, exploring, and being with whānau.

Whānau has a deep meaning here, too. Most students have shared whakapapa, so "cousin" applies to pretty much everyone. Islanders love a bit of island gossip, and not much goes unnoticed!

Our kura is very well-resourced with great facilities, both new and freshly renovated. We follow the NZ Curriculum but try to add local flavour to what we do. Our camps and EOTC trips take us to breathtaking places, giving our tamariki great opportunities to explore their backyard.

Admittedly, when moving from NZ to the Chathams, there are things we miss, such as favourite Uber Eats orders, sports, concerts, or popping to the shop for a last-minute item. Weekend trips away don't happen either; you're here until the holidays. We generally get back to NZ twice a year; a professional development trip and a personal trip. But after a while, the things we miss switch out, and we end up missing island life when we're away!

We want to know the real person behind the application. In your letter, share why you think our kura is the right fit for you and what draws you to island life. Don't forget to highlight your key strengths and interests, alongside your experience with structured literacy and maths.

We will interview as suitable applications come in. As part of our application process, we may invite some applicants over to the island. A visit usually takes 4-5 days to allow for travel and time on island. This will be discussed during interviews, but consider how this might work for you; we are happy to work in with your current school to find a way to make this happen. While we aim for the role to start in Term 1 2027, we know moving to the island has its challenges, so there may be some flexibility required around start dates.

If you're ready for a change in life, read on and find out more. Feel free to reach out with questions ... just remember we're in a different time zone, 45 minutes ahead of NZ.

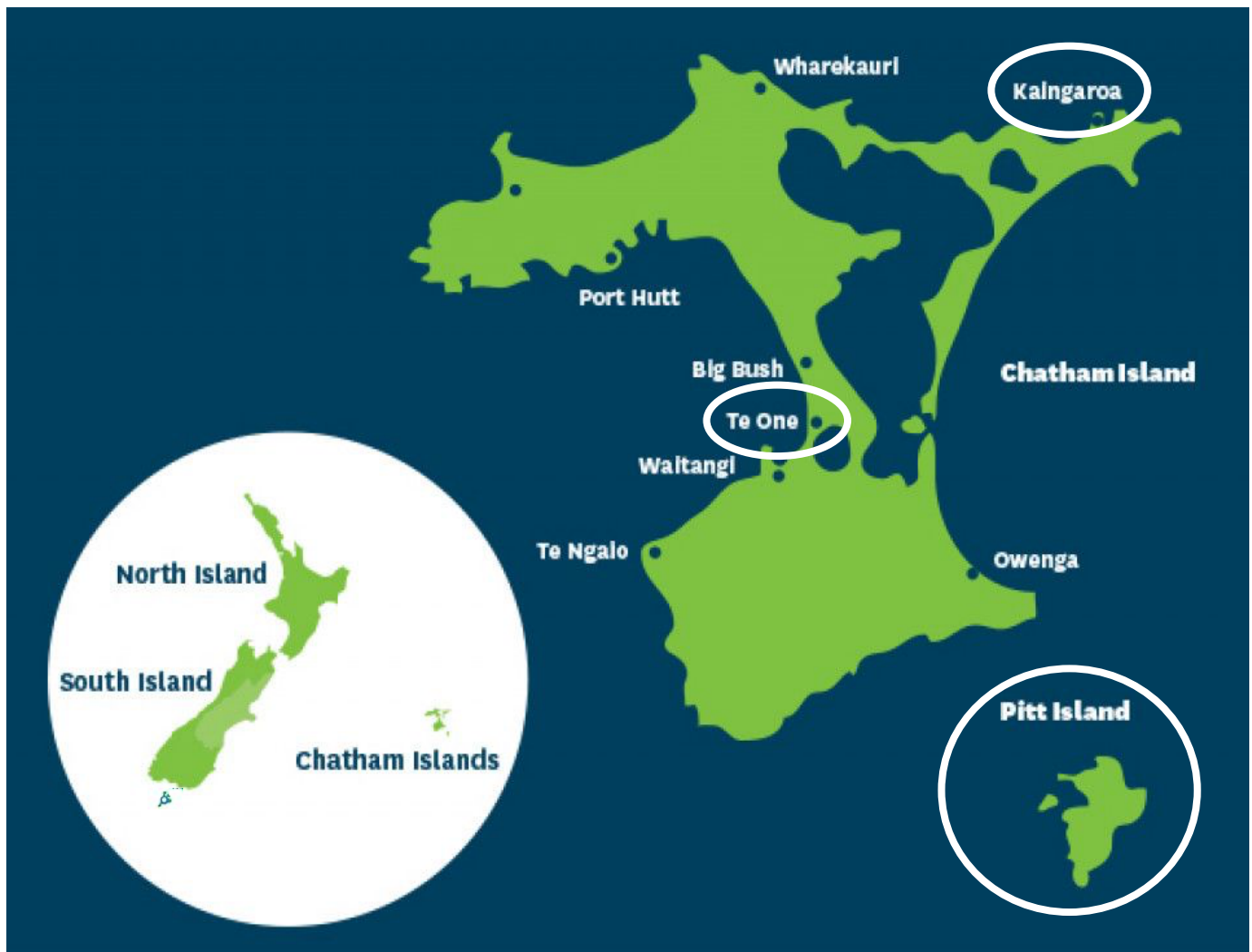
Me rongo
Ngā mihi

Mel Sutton
Principal
Te One School
027 285 3023 / 027 524 8580 after 3pm NZT



Location

- **Chatham Island Territory**
 - 2 inhabited islands
 - Pitt Island / Rangiauria / Rangihau
 - Chatham Island / Wharekauri / Rēkohu.
 - 9 uninhabited islands many of which are home to New Zealand's most endangered and protected flora and fauna.
- **Chatham Island / Wharekauri / Rēkohu**
 - Largest inhabited island
 - Population of approximately 700
 - Approx 800 km from NZ
 - 2 – 2.5 hour flight on Air Chathams from either Auckland, Wellington or Christchurch
- **Pitt Island / Rangiauria / Rangihau**
 - 20 km from Wharekauri / Rēkohu
 - 20 minute flight or 1 hour boat ride to Owenga
 - Both the plane and boat need to be privately chartered.
 - All travel plans, to/from Pitt, are weather dependent



Facilities on Chatham Islands

• Education

- Kohanga Reo in Te One – only ECE available on island.
- 3 full primary schools;
 - 2 on Chatham Island / Wharekauri / Rēkohu. Te One and Kaingaroa.
 - 1 on Pitt Island / Rangiauria / Rangihau
- No secondary school on island. Secondary students attend boarding school, or families leave the islands, or a small number do correspondence.

• Townships on Wharekauri/Rēkohu

- The main township is Waitangi, where the main wharf is located, with Te One close by.
- Port Hutt, Owenga and Kaingaroa are the other settlements which also have wharves for fishing vessels.

• Facilities in Waitangi / Te One

- Kopinga Marae (Mori), and Whakamaharatanga Marae (Māori)
- Waitangi Store/‘Top Shop’ is a general store with post facilities, limited daily lunch options, and souvenirs
- Dough ‘n’ Go is a smaller dairy. Location of our petrol and diesel bowsers
- ANZ bank – open for a few hours on a Tuesday
- Waitangi wharf – collection/delivery of boat freight
- Air Chathams office – collection/delivery of plane freight
- Council and museum
- Hospital
- Police station and court
- Garage
- Hotel and restaurant. Opening nights depends on the time of year
- Gift shop – opening depends on tourism
- The Den – social events, cafe lunch once a week
- Norman Kirk Memorial Reserve (NKMR) – sports facility; 1 squash court, 1 netball court, horse racing track, touch rugby, gym.
- Bottle store (shed) – open in the afternoons
- 2 churches. Services are sporadic depending on locals and visiting priests etc



Te One School at a glance

- Largest of the three island schools – roll generally sits around 55–65 students
- Students predominantly Māori and/or Moriori, remainder NZ European
- Serviced by the Christchurch division of the Ministry of Education
- Located 5 minutes from Waitangi

Facilities

- 3 classrooms
- Library
- Administration block
- Food tech / gathering space – brand new building to be opened at the start of 2027
- Old food tech room to be repurposed for hard materials
- Large playing field, basketball/netball court
- 15m indoor community swimming pool
- Adventure playground, wilderness outdoor play space

Staffing

- Three classrooms in operation; Board supplements staffing to have a fourth teacher
- Principal with a teaching component
- Part-time office manager, caretaker, and cleaner
- Teacher aides appointed annually as required

Student Transport

- Up to 1 hour travel, mostly on gravel roads on 3 bus services
- A few children walk or bike

Special Features & Events

- Annual inter-school athletics, cross-country, swimming, and speech competition
- Annual Festival of Science week
- Biannual production
- Unique opportunities with iwi, imi, DOC and other local entities.
- Weka Walk is our biennial senior trip to New Zealand mainland prior to secondary school

School Housing

- Five Ministry of Education–managed houses
- All teaching staff eligible for reduced rental rate



Job Description

We seek a skilled kaiako for our kura.

Non-negotiable

- We will only consider applications from kaiako who hold a **current full NZ practising certificate**.
- Applicants must have experience in multi-level teaching.

Key attributes

- **Experienced and knowledgeable** in identifying, supporting, and advocating for students with diverse learning needs, drawing on evidence-based and inclusive practices.
- **Learner-centred and inclusive**, fostering student agency and equitable participation for all learners.
- **Collaborative and relational**, building strong partnerships with kaiako, whānau, specialists, and staff.
- **Culturally responsive**, upholding Te Tiriti o Waitangi and valuing diverse languages, identities and cultures. Ready to learn about Te Ao Māori and value this within our kura.
- **Reflective and growth-oriented**, engaging in ongoing professional learning and evidence-based practice.
- **Skilled communicator**, who communicates clearly across varied audiences.
- **Adaptable and solution-focused**, managing complex situations calmly and proactively.
- **Ethically grounded**, maintaining professionalism and discretion within a close-knit community.
- **Organised and data-informed**, using assessment and digital tools to plan, monitor, and report effectively.
- **Innovative and future-focused**, embracing new approaches and technologies to enhance engagement and learning.

Remuneration

- Standard teaching remuneration is outlined in the Primary Teachers Collective Agreement.
- Additional allowances for the Chatham Islands as per the Primary Teachers Collective Agreement.
- Te One School staff are eligible for the Staffing Incentive Allowance.

Timeline

- Applications close on Friday 23 October at 3pm Chatham Island Time.
- Interviews will be conducted as suitable applications are received.
- On island visits will be held in November.
- Final decision made at the conclusion of the on island visits.

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.
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 on island 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^[1] 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.
8. 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](#).
9. For the successful candidate, this document will be held on their personal file, otherwise the information provided will be securely destroyed after 30 days. You may access it in accordance with the provisions of the Privacy Act 2020.

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.

Te One School, Chatham Islands
Year 3-5 Kaiako
Full Time - Permanent Position

Application For Employment

Position Applied for:

Permanent / Fixed Term:

PERSONAL DETAILS

Name in full (any alternative to naming conventions here?):

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
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Leaving Reason

From	To	Employer	Position
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Leaving Reason

From	To	Employer	Position
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Leaving Reason

Degree

University

Year

Other Qualifications:

Relevant Experience:

REFEREES (note - no contact will be made without first obtaining the consent of the applicant):

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:

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
(add your scanned signature here)

Date: