



P.O Box 9, Waitangi
Chatham Islands 8942
Ph 03 3050 023
Ph 027 285 3023

Full Time – Permanent Position – Year 3/4 class

Allowances as per Primary Teachers Collective Agreement

School houses are available for reduced rent

Shortlisted applicants may be invited for an in person visit during the upcoming school holiday period as part of the application process, and depending on flights, will likely be 5 days.



Kia ora, Kōwhiri

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. We are looking for an amazing teacher who ticks all the usual boxes – but we are also looking for more.

We need a teacher who is prepared for the adventure of living on the Chathams, embracing both the joys and the challenges of island life. It's an amazing place, but we understand that it is not a place which suits everyone.

Here, resilience takes on new meaning. "It is what it is" is a bit of a mantra. Redbands are your new best friends. Haircuts (professional ones!) are a thing of the past. Waiting for post or groceries to arrive on boats and planes (all at the mercy of the weather) is just a fact of life. Wharekauri isn't a tropical island – even though the beaches give that impression. The beaches are stunning, and the sharks agree. Priorities here are different to NZ, and for people moving over, their priorities soon change too. We have a fantastic life here, but it's certainly a shift from life in New Zealand (yep – that's what we call it!).

The tamariki here have a whole new set of life skills. They may not have much experience crossing at the "green man," catching public transport, or joining one of a million after-school activities... but they can show you how to catch a weka and make a weka boil up, or proudly show off their prized boars from pig hunting. Their weekends are less about technology (although that's sadly creeping in) and more about the outdoors, working, exploring and being with whānau.

The term whānau has a new meaning here too. Most of our students have shared whakapapa. "Cousin" applies to pretty much everyone... with just different degrees of separation. They love a bit of island gossip and not much goes unnoticed.

Our school is just like a school in NZ in most ways. We have great facilities and are very well resourced. Our class programmes follow the NZ Curriculum. What can look different are our outdoor experiences. Our camps, EOTC and day trips take us to some of the most breathtaking places you can imagine. Because our children are so familiar with the outdoors already, some of our activities can step up a notch from what many NZ schools might feel comfortable doing... but for our tamariki, it's just exploring their backyard.

Admittedly, when our current staff first moved from NZ to the Chathams, there were things we missed. We'd often chat about our favourite Uber Eats (especially when too tired to cook), the sporting activities we used to do, concerts we'd love to go to, or the ability to "pop to the shop" for that last-minute thing. Even heading away for a long day trip or weekend doesn't happen here. When you're on the island... you're here until the holidays. We generally get back to NZ twice a year – a professional trip and a personal one. But one thing we notice is that after a while, the things we miss switch out; now we think about what we are missing on island when we're out in NZ!

In your cover letter, please let us know which of the two positions you're applying for – or if you'd like to be considered for both. It would also be really helpful if you could share your experience with structured literacy and maths, so we can get a good sense of your fit for our team. Strengths in Te Reo Māori, kapa haka, sports, or EOTC would be a real bonus and add so much to our kura and community.

As part of our application process, we may invite some applicants over to the island. If you're open to that adventure, please include your availability over the upcoming holiday period. A visit usually takes around five days to allow for travel and some proper time on island.

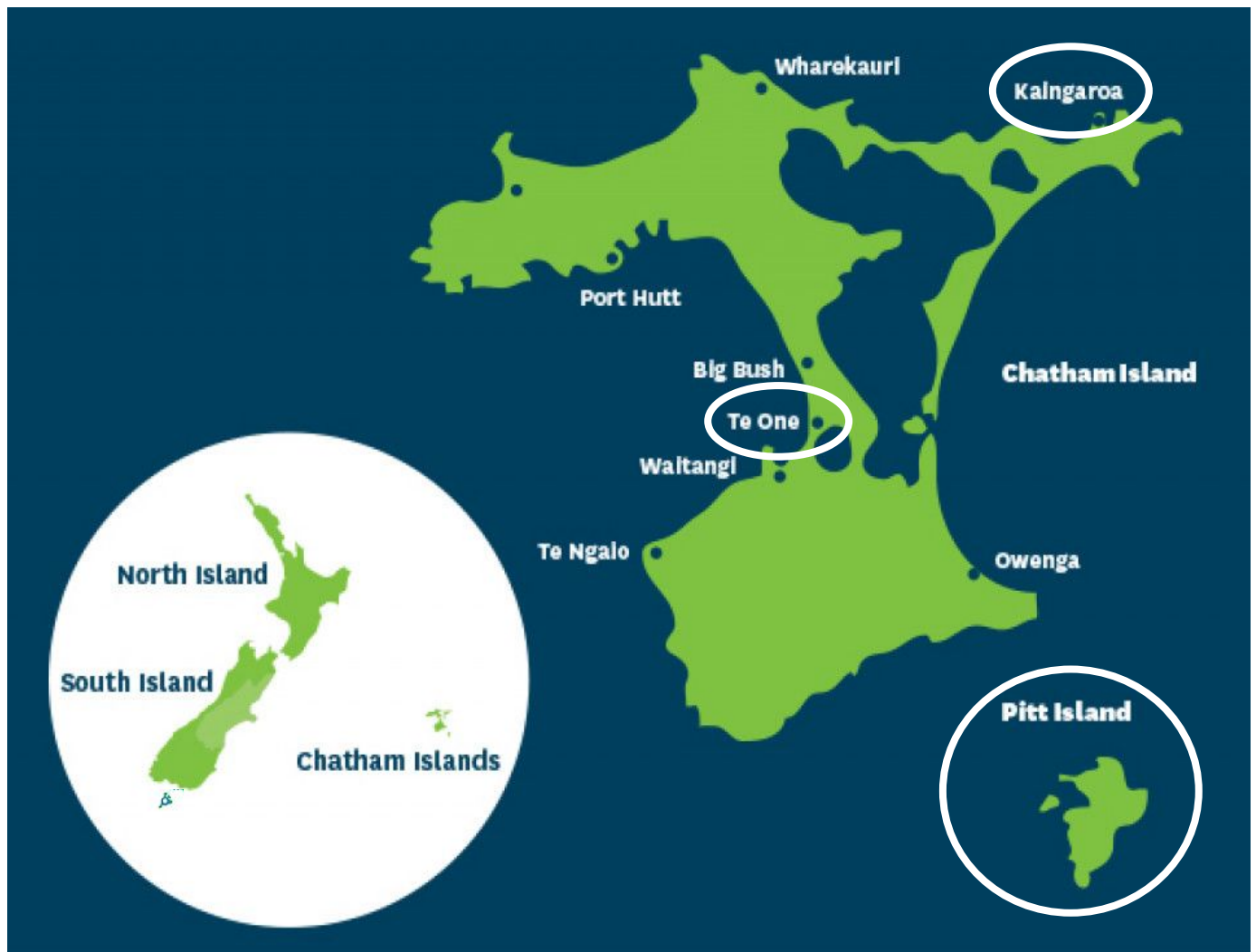
If you think you are ready for a change in life, then read on and find out more. Feel free to reach out if you have any questions – just remember we are in a different time zone, 45 minutes ahead of NZ.

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, fauna, insects and birds.
- **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
 - ** Flights are all about to change and Auckland may be taken off the direct flight route
- **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
- 3 schools;
 - 2 on Chatham Island / Wharekauri / Rēkohu. Te One and Kaingaroa.
 - 1 on Pitt Island / Rangiauria / Rangihau
- All full primary.
- No secondary education available apart from Te Aho. 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.

• Facilities in Waitangi / Te One

- Kopinga Marae (Moriōri), and Whakamaharatanga Marae (Māōri).
- Waitangi Store/'Top Shop' is a small general store with post facilities and a few 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. The hotel does meals 6 nights a week during the summer, and 3 during the winter.
- 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.
- 2 gyms. 1 at NKMR and 1 at the "Hub"
- 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 – current roll: 60 ākonga
- 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

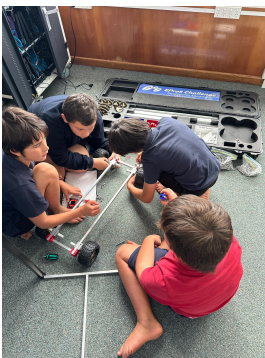
- Up to 1 hour travel, mostly on gravel roads on 3 bus services
- A few children walk or bike

Special Features & Events

- Annual inter-school athletics, cross-country, swimming, and speech competition
- Weka Walk is our biannual 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. **We will only consider applications from kaiako who hold a current full NZ practising certificate.**

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.
- **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 Wednesday 23 September at 3pm Chatham Island Time.
- Interviews will be conducted via Zoom as suitable candidates apply, rather than waiting until after the closing date.
- Applicants will be notified by Friday 25 September if they are invited to visit the island for the second stage of the interview process.
- There is no specific date for confirming the successful applicant, as this depends on travel availability over the holiday period.

On Island Interview component

- Preferred travel dates: Thursday 1st October - Monday 5th October. Flights through Wellington.
- Te One School covers the cost of the applicant's air flights, accommodation, breakfast, dinner, and transport while on island. If the applicant wishes to bring a whānau member with them, it is at their own expense.

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.

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: