



Information for principals applying for relocation

The recruitment and selection of school leaders is critical to ensure quality teaching and learning outcomes in Queensland state schools.

The principal recruitment and selection process is based on three underlying principles:

- 1) principals eligible for relocation are assessed for suitability by an appropriate panel
- 2) school Parents and Citizens Associations or school councils, the sector specific Principal Association and the Queensland Teachers Union (QTU) will have direct involvement in the selection of a suitable and meritorious principal
- 3) appointments are considered from the widest possible pool of applicants.

Eligibility for Relocation

- Principals who have completed service in rural and remote locations (2 years in 6-7 point locations OR 3 years in 4-5 point locations)
- Principals who have served a minimum of 5 years in a 1-3 point location
- Compassionate applications will be considered on a case by case basis

Overview

- Prior to being filled via a merit process (unless exceptional circumstances exist), principals who have requested relocation to the geographic location where a vacancy exists must have their suitability considered. If there are no suitable principals for relocation, the vacancy may be filled via an advertised process in accordance with public service directives.
- The panel is responsible for making a recommendation for an appointment. A delegate of the chief executive is responsible for ensuring that the selection has been carried out in accordance with requirements, is consistent with obtaining the best outcome for the school and contributes to the effective operation of a statewide relocation system.
- Human Resources is responsible for evaluating the effectiveness of the statewide relocation and appointment system. This includes regular engagement with stakeholders.
- The Human Resources Branch may recommend preferred recruitment and selection practices from time to time.

Relocation and suitability assessment

- Your request for relocation will continue to be made to the Human Resources Branch.
- Relocation requests will be referred to panels as vacancies arise.
- The panel will inform you about how to express your interest for the role. The role descriptions will remain the same but your application may need to be tailored to best illustrate your strengths and merit with respect to the specific needs of the school and the community.
- You are not required to express your interest for a vacancy merely because you have requested a relocation to that particular geographic area. You will continue to be offered an opportunity to be considered for other vacancies as they arise.
- If you are interested in more than one vacancy, you will need to express your interest for each vacancy.
- You will be considered for the vacancy on the basis of suitability and fit. If there are other relocation applicants, preference will be given to the applicant with the stronger case for relocation.
- If you are not deemed suitable, the panel must provide you with written feedback regarding your suitability and fit or relative merit for the vacancy. This feedback will be communicated with your supervisor to identify possible learning & development opportunities.