



DEPUTY PRINCIPAL STRENGTHENING CULTURE

POSITION DESCRIPTION SEPTEMBER 2026

1. Position Overview

Reporting to the Principal, the Deputy Principal - Strengthening Culture provides strategic leadership for culture, wellbeing and the co-curricular life of Cambridge High School. The role leads the Strengthening Culture pillar (working with the Assistant Principal – Strengthening Culture) while contributing to collective leadership across the school.

2. Cambridge High School Context

CHS empowers every student to grow, realising their potential in an inspiring and supportive learning environment. The role supports REACH values and the strategic priorities of excellence in learning, excellence in teaching, an opportunity-rich environment and effective resourcing.

3. Leadership at CHS

The Senior Leadership Team is organised around three pillars: Strengthening Us, Strengthening Learning and Strengthening Culture. The Deputy Principal leads the Culture pillar and contributes to whole-school leadership.

4. Key Areas of Responsibility

- Strategic leadership of school culture and wellbeing
- Leadership of pastoral systems and student support
- Strategic oversight of sport, arts, culture and co-curricular programmes
- Development of student leadership
- Leadership of selected major school events and celebrations



5. Leadership of People

Build high-trust relationships, develop middle leaders, coach staff, lead change effectively and contribute to recruitment, induction and professional growth.

6. Strategic Responsibilities

Use evidence and data to guide decision-making, contribute to strategic planning and review, manage improvement initiatives and ensure alignment to CHS priorities.

7. Culturally Responsive Leadership

Demonstrate a clear commitment to Te Tiriti o Waitangi, strengthen outcomes for Maaori learners and build authentic partnerships with whaanau and iwi.

8. Leadership Capabilities

Building trust, collective leadership, strategic thinking, evaluation for improvement, continuous learning and modelling REACH values.

9. Person Specification

An experienced educational leader, with New Zealand teacher registration and strong wellbeing and culture leadership experience, who is an effective communicator, and is collaborative and student-centred.

10. Success in the Role

A strong culture, with high student belonging, strong participation in sport and culture, effective leadership development, positive community engagement and successful implementation of strategic priorities.