

Operation Rebirth Christian Academy

Job Announcement – Teacher (ELA/Social Studies or Math/Science)

Position Title: Teacher (Grades 7–12)
Location: Operation Rebirth Christian Academy
1638 Apple Road
St. Paris, Ohio 43072
Employment Type: Full-Time
Preferred Start Date: October 12, 2026 (Negotiable)
Reports To: Executive Director



About Us

Operation Rebirth Christian Academy (ORCA) - a 501(c)(3) organization - is a small, faith-based boarding school for boys in grades 6 through 12. Nestled in rural Ohio, ORCA provides a safe, structured, and Christ-centered environment where young men - many needing additional support, guidance, accountability, and encouragement - can grow academically, spiritually, emotionally, and relationally. With a student-to-teacher ratio of 5:1 or less, we emphasize individualized instruction, character development, leadership development, and a biblical worldview.

Position Summary

We're seeking a dedicated and compassionate full-time teacher to join our faculty; and as a 'private' school, an Ohio Teacher Certification *is not required*. The ideal candidate will be a committed Christian educator who thrives in a structured yet nurturing environment and is passionate about transforming lives through teaching, mentorship, and discipleship.

ORCA serves young men who need additional structure, accountability, mentorship, and encouragement. Success in this role requires patience, consistency, emotional maturity, and the ability to balance firm expectations with Christ-centered grace.

At ORCA, teaching extends far beyond the classroom. To be successful in this role, a person must see this not merely as employment, but as a God-given calling to mentor, disciple, challenge, and encourage young men during these formative years of their lives.

Key Responsibilities

- Deliver engaging instruction in assigned ELA/Social Studies or Math/Science courses while integrating biblical truth, Christian character development, and a Christ-centered worldview throughout daily teaching and classroom culture
- Maintain accurate lesson plans, academic records, grades, and progress reports
- Create and maintain a structured and encouraging learning environment that promotes academic growth, accountability, emotional maturity, and positive relationships
- Build meaningful mentoring relationships with students while balancing compassion, consistency, clear expectations, and appropriate boundaries
- Support students who may struggle with motivation, behavior, emotional maturity, or previous academic challenges through individualized encouragement, accountability, and guidance
- Collaborate closely with dorm parents, counselors, and fellow staff members to support each student's spiritual, academic, behavioral, and personal growth

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- Participate in staff devotions, chapel services, student activities, field trips, and other ministry-related responsibilities while serving as a positive Christian role model

Mandatory Qualifications

- A Bachelor's degree is required
- A clear testimony of faith in Jesus Christ and evidence of a growing, active Christian walk
- A genuine calling and passion for working with teenage boys in a Christ-centered residential school/ministry environment
- Ability to pass a criminal background check and meet all child safety and protection requirements
- Ability to maintain professionalism, emotional maturity, patience, and consistency in a dynamic student environment

Preferred Qualifications

- Experience teaching secondary students in ELA, Social Studies, or related subjects
- Experience working with at-risk, struggling, or behaviorally challenged youth
- Familiarity with boarding school, residential ministry, youth mentorship, coaching, or discipleship environments
- Strong communication, classroom leadership, flexibility, and relational skills
- A servant-hearted approach with the ability to balance compassion, accountability, and structure

Compensation and Benefits

- Competitive salary based on experience, education, and qualifications
- Health, dental, and vision insurance (if not otherwise covered)
- Paid holidays and scheduled school breaks
- Opportunities for spiritual growth, leadership development, teamwork, and professional training
- The opportunity to make a lasting impact in the lives of young men through Christian education, mentorship, discipleship, and character development

To Apply

Please submit a resume focused on how your experience will help you be successful in this position, and cover letter outlining your interest and alignment with ORCA's mission to: info@operationrebirth.org

Phone: 937.663.5765. Alternate Phone: 937.478.6138

Applications will be reviewed on a rolling basis.

ORCA website: <https://operationrebirth.org/>
