

SKILL BASE AND QUALIFICATIONS				
Level A (Associate Lecturer)	Level B (Lecturer)	Level C (Senior Lecturer)	Level D (Associate Professor)	Level E (Professor)
- As a minimum, satisfactory completion of 4 years of tertiary study or equivalent qualifications and experience. - For Indigenous staff members whose duties involve cultural activity which prioritises Indigenous knowledges and practices requiring community cultural recognition: evidence of such recognition plus an undergraduate degree. <i>(Note: The entry level qualifications and experience may vary greatly, ranging from the minimum as above, to a PhD or equivalent research doctorate and relatively extensive experience. Therefore, expectations of performance will vary based on qualifications, skills and experience.)</i>	- Completion of a PhD or EdD or equivalent qualification. <u>OR</u> <i>(except where a School/discipline has an approved recognition, based on demonstrated disciplinary norms, that there can be no alternatives) ^{*(1)}</i> - any one of the following: - evidence of peer-reviewed independent research demonstrated to be of an equivalent standard in the discipline area - evidence of professional standing, reputation and qualifications demonstrated to be of an equivalent standard in the discipline area - completion of a higher degree at Masters level or substantial progress toward a doctoral degree in the discipline area - for Indigenous staff members whose duties involve cultural activity which prioritises Indigenous knowledges and practices requiring community cultural recognition: evidence of such recognition plus completion or near completion of a postgraduate degree or substantive experience in some branch of Indigenous studies/education.	- Completion of a PhD or EdD or equivalent qualification. <u>OR</u> <i>(except where a School/discipline has an approved recognition, based on demonstrated disciplinary norms, that there can be no alternatives) ^{*(1)}</i> - any one of the following: - evidence of peer-reviewed independent research, and a record of scholarly or professional achievement, demonstrated to be of an equivalent standard in the discipline area - evidence of professional standing, reputation and qualifications, and a record of scholarly or professional achievement, demonstrated to be of an equivalent standard in the discipline area - for Schools in the professions, completion of a higher degree at Masters level or substantial progress towards a doctoral degree in the discipline area ^{*(2)} - for Indigenous staff members whose duties involve cultural activity which prioritises Indigenous knowledges and practices requiring community cultural recognition: evidence of such recognition plus a relevant higher degree or equivalent experience and progress towards a PhD.	- As for Level C. <u>AND</u> - Recognition of academic standing at a national or international level in the discipline area.	- As for Level D. <u>AND</u> - Recognition of academic standing as an eminent authority in the discipline area. <u>AND</u> - Distinction at the national (and where appropriate) international level.

* ⁽¹⁾ Register of Schools which stipulate that there is no acceptable alternative to the PhD/doctoral qualification: School of Psychology (Levels B, C, D and E)

* ⁽²⁾ Register of Schools in the professions where this variation is acceptable at Level C – Flinders Law School

TEACHING				
Level A (Associate Lecturer)	Level B (Lecturer)	Level C (Senior Lecturer)	Level D (Associate Professor)	Level E (Professor)
• Works with support and guidance from a more senior academic. • Expected to develop expertise in teaching and the scholarship of teaching, with an increasing degree of autonomy. • Contributions to teaching may be primarily at undergraduate and graduate diploma level. Relevant activities may include but are not limited to: - preparation and delivery of lectures, tutorials, practicals, seminars, workshops, field trips, and other forms of educational delivery; - preparation and marking of student assessments; - consultation with students; - participation in international teaching, collaboration and internationalisation; - development of topic and course materials with appropriate guidance from course coordinator and/or more senior academic; - making effective use of innovations in teaching practices and technologies.	• Makes an independent contribution to teaching at the discipline level. • Co-ordinates and/or leads the activities of other staff, as appropriate. Relevant activities may include but are not limited to: - as for Level A <u>PLUS:</u> - provision of teaching, assessment, student consultation, support for international teaching and internationalisation and use of innovation in teaching practices and technologies; - supervision of Honours programs/students and/or supervision of higher degree students; - initiation and development of topic materials; - performing an independent role in curriculum development and teaching methodology for topics/courses in the discipline area; - evidence of reflection of practice.	• Makes a significant, wide-ranging, contribution to teaching and the practice of teaching. • Provides leadership in teaching and the scholarship of teaching at discipline/School level. Relevant activities may include but are not limited to: -as for level B <u>PLUS:</u> - development of international teaching delivery or collaboration; - undertaking a leadership role in curriculum development and teaching methodology for topics/courses in the discipline area.	• Makes original and innovative contributions to the advancement of teaching and scholarship of teaching. • Provides sustained leadership in teaching and the scholarship of teaching at discipline, School, cross-disciplinary and University levels and, where appropriate, at the national level. Relevant activities may include but are not limited to: - as for Level C <u>PLUS:</u> - making a distinguished personal contribution to teaching at all levels; - undertaking a leadership role in international delivery and/or collaboration; - responsibility for curriculum development and teaching methodology for topics and programs of study / courses.	• Provides leadership and fosters excellence in teaching / scholarship of teaching. • Makes original, innovative and distinguished contributions to scholarship and teaching. • Provides sustained leadership to the discipline. Relevant activities may include but are not limited to: -as for Level D <u>PLUS:</u> - playing an active role in maintenance of academic standards and in the development of educational policy and curriculum within the discipline.

RESEARCH AND/OR CREATIVE ACTIVITY				
Level A (Associate Lecturer)	Level B (Lecturer)	Level C (Senior Lecturer)	Level D (Associate Professor)	Level E (Professor)
• Works with support and guidance from a more senior academic. • Expected to develop her/his expertise in research with an increasing degree of autonomy. Relevant activities may include but are not limited to: - making an active contribution to the conduct of research and/or creative activity in the discipline; - active candidature towards a doctoral qualification.	• Makes an independent high quality contribution to research and/or creative activity, through activities such as quality publications and external grant acquisition. • Coordinates and/or leads the activities of other staff, as appropriate. Relevant activities may include but are not limited to: -as for Level A_ <u>PLUS:</u> - making an independent contribution to research and/or creative activity in the discipline; - supervision of major Honours or postgraduate research projects; - publishing in recognised high quality publications; - attracting research grants from external sources.	• Makes significant and original high quality contributions to research and/or creative activity, through activities such as quality publications and external grant acquisition that expand knowledge and practice in the discipline. • Plays a major role or provides a significant degree of leadership in the area of research and/or creative activity. Relevant activities may include but are not limited to: - as for Level B_ <u>PLUS:</u> - making a significant contribution to research and/or creative activity in the discipline; - undertaking an active leadership role in research and/or creative activity including, where appropriate, leadership of a research team.	• Makes an outstanding high quality contribution to research and/or creative activity through original and innovative contributions to the advancement of knowledge in her or his discipline. • Plays a significant leadership role in the School/ Faculty/ University and makes an increasing contribution to leadership at the national and/or international level consistent with her/his standing in the profession. Relevant activities may include but are not limited to: - as for Level C_ <u>PLUS:</u> - making an outstanding contribution to research and/or creative activity in the discipline; - obtaining competitive research grants / support from sources outside of the University; - undertaking an active leadership role in research and/or creative activity in the discipline area including leadership of a large team.	• Provides leadership at the national and/or international level in his or her discipline and fosters excellence through original, innovative and distinguished contributions to research and/or creative activity. • Makes a contribution to the University's research agenda commensurate with her/his standing in the profession and as a Professor of the University. Relevant activities may include but are not limited to: - as for Level D_ <u>PLUS:</u> - making a distinguished contribution to research and/or creative activity in the discipline; - a sustained track record of obtaining competitive research grants / support from sources outside of the University; - providing leadership and expertise to foster the research and/or creative activity within the discipline, school and/or related disciplines, including leadership of a large team; - development of research policy; - providing leadership and expertise to foster collaborative links across the University, with industry and with other institutions as appropriate.

UNIVERSITY, PROFESSIONAL AND COMMUNITY SERVICE <i>[combining administration (including service to the University) and professional performance (including service to the community)]</i>				
Level A (Associate Lecture)	Level B (Lecturer)	Level C (Senior Lecturer)	Level D (Associate Professor)	Level E (Professor)
- Undertakes administrative activities which primarily relate to the School. - Participates (normally at a limited level) in professional activities within the profession and/or community which draws upon the staff member's University-related professional profile and which enhance the reputation, strategic engagement and/or income of the University. Relevant activities may include but are not limited to: - active attendance at School and/or Faculty meetings and/or committee membership (limited number); - limited administrative functions related to the teaching of individual topics; - topic coordination^B; - membership of relevant professional association(s); - attendance at conferences/workshops; - consultancy/ advisory work undertaken outside the University	- Undertakes administrative activities which primarily relate to the School. - Engages in activities, within a relevant external professional domain and within a wider community context at local, national or international level, which draws upon the staff member's University-related professional profile and which enhance the reputation, strategic engagement and/or income of the University. Relevant activities may include but are not limited to: - active participation in School/Faculty meetings; representing the discipline/School on School/Faculty committees; - undertaking administrative responsibilities at the School/ Faculty level (e.g. as Director of Studies); - active participation in discipline/School-level external quality assurance/regulatory/ accreditation processes; - administrative functions related to the teaching of individual topics; - active membership of appropriate professional association(s); - liaison and development of relationships with external organisations (e.g. regarding work placements and other beneficial collaborations); - assisting with the development and maintenance of effective industry/ community/ government relationships and partnerships (local or international); - topic and minor course coordination - active conference and/or workshop participation; - consultancy/advisory work for community, government or private sector organisations.	- Contributes to administrative activities of the School and/or Faculty. - Brings a degree of responsibility and/or leadership to professional activities, within a relevant external professional domain and within a wider community context at local, national or international level, which draws upon the staff member's University-related professional profile and which enhance the reputation, strategic engagement and/or income of the University. Relevant activities may include but are not limited to: - undertaking significant administrative responsibilities at the School/ Faculty level, and/or broader involvement at the Faculty or the University level (e.g., chair/convenor of University committees / working parties); - leadership in discipline / School / Faculty-level external quality assurance, regulatory and/ or accreditation processes; - coordination of major award programs or a number of smaller awards; - leadership in the development and coordination of initiatives involving external organisations for the benefit of the School/ Faculty/ University; - leadership roles/ positions of responsibility in relevant professional association(s) - providing contributions to the development and maintenance of effective industry/ community / government relationships and partnerships (local or international); - development of beneficial professional relationships and consultancy work; - responsibilities in regard to professional journals and conferences.	- Contributes to leadership and managerial activities of the School, Faculty and University. - Makes a recognisable contribution to the discipline and/or profession within a relevant external professional domain and within a wider community context at local, national and international level, which draws upon the staff member's University-related professional profile and which enhance the reputation, strategic engagement and/or income of the University. Relevant activities may include but are not limited to: - undertaking significant administrative and managerial responsibilities at School and Faculty level; - leadership in School / Faculty / University-wide external quality assurance, regulatory and/ or accreditation processes; - providing substantial contributions at Faculty and University level through leadership of committees and working parties, representing the Faculty/ University on external committees and boards; - responsibilities for program coordination and resource management; - providing substantial contributions to the development and maintenance of effective industry/ community / government relationships and partnerships (local or international); - development of beneficial professional relationships, consultancy work and responsibilities on professional/ community bodies/ committees/ associations; - leadership role in relevant professional associations - appointment to significant government or state bodies, industry boards, etc.; - contributions to/ leadership in the profession at state/ / national level consistent, with senior standing in the field.	- Provides leadership and fosters excellence in administration and management within School, Faculty and University. - Makes a significant contribution to the discipline and/or profession within a relevant external professional domain and within a wider community context at local, national and international level, which draws upon the staff member's University-related professional profile and which enhance the reputation, strategic engagement and/or income of the University. Relevant activities may include but are not limited to: - undertaking managerial and senior-level administrative responsibilities at School, Faculty and University level; - leadership in School / Faculty / University-wide external quality assurance/ regulatory / accreditation processes; - contributing to University policy development; - leading the development and maintenance of effective industry/ community / government relationships and partnerships (local or international); - development of beneficial professional relationships, consultancy work, responsibilities on professional/ community bodies/ committees/ associations and appointments to significant external bodies;; - leadership role in relevant professional association and/ or peer leadership in the profession at state / national / international level.