## TEACHING SPECIALIST (ACADEMIC)

### Overview of the role:
- Provides a parallel academic career pathway to the Teaching and Research academic role – from Academic Level A to E – for staff whose responsibilities predominantly encompass teaching and teaching-related activities.

### Qualifications and skills base:
- Level A: as a minimum, satisfactory completion of 4 years tertiary study or equivalent qualifications and experience
- Level B and above: Completion of a PhD or EdD or equivalent qualification is required.
- (The main Academic Profiles include information for Indigenous staff members whose duties involve cultural activity which prioritises Indigenous knowledges and practices requiring community cultural recognition.)

### Contributions - areas of academic activity

<table>
<thead>
<tr>
<th>Teaching</th>
<th>University, Professional and Community Service</th>
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<td>This role is predominantly concerned with teaching and teaching-related duties involving the creation, delivery and content of university-level education. Includes (but is not limited to): direct teaching informed by approaches that enhance the student experience; educational leadership; curriculum design and review; delivery innovation; advancements in education technologies; involvement in the professional accreditation of courses. Contribution to teaching and teaching-related duties is proportionally greater than that required of staff in teaching and research roles.</td>
<td>Time not spent in teaching and teaching related duties is to be spent being active in University Professional and Community Service, which draws upon the staff member's University-related professional profile and which enhances the reputation, strategic engagement and/or income of the University.</td>
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<td>- Works with support and guidance from a more senior academic.</td>
<td>- Undertakes administrative activities which primarily relate to the School.</td>
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<td>- Expected to develop expertise in teaching and the scholarship of teaching, with an increasing degree of autonomy.</td>
<td>- Participates (normally at a limited level) in professional activities within the profession and/or community.</td>
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<td>- Contributions to teaching may be primarily at undergraduate and graduate diploma level.</td>
<td>Relevant activities may include but are not limited to: meetings and committees; topic and course coordination; professional associations; conferenced and workshops; etc.</td>
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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 and the scholarship of 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
  - provision of teaching, assessment, student consultation, support for international teaching and internationalisation and use of innovation in teaching practices and technologies;
  - contribute to research higher degree supervision as Adjunct Supervisors but not eligible to supervise as either Principal or Associate Supervisor (per HDR Supervisor Policy); supervision of the research component of postgraduate coursework programs, honours programs and undergraduate research topics;
  - 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.

- 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.

  Relevant activities may include but are not limited to:
  - meetings and committees, working parties, including at faculty level; topic and course coordination;
  - participation in quality assurance/regulatory/accreditation processes; relationship building with external parties; professional associations; conferences and workshops; consultancy work; etc.

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<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
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<tr>
<td>Makes a significant, wide-ranging, contribution to teaching and the practice of teaching.</td>
<td>Makes original and innovative contributions to the advancement of teaching and scholarship of teaching.</td>
<td>Provides leadership and fosters excellence in teaching / scholarship of teaching.</td>
<td>Provides leadership and fosters excellence in administration and management within School, Faculty and University.</td>
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<td>Provides leadership in teaching and the scholarship of teaching at discipline/School level.</td>
<td>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.</td>
<td>Provides leadership and fosters excellence in teaching / scholarship of teaching.</td>
<td>Provides leadership and fosters excellence in administration and management within School, Faculty and University.</td>
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</tbody>
</table>
| Relevant activities may include but are not limited to:
  - as for Level B
  - development of international teaching delivery or collaboration;
  - undertaking a leadership role in curriculum development and teaching methodology for topics/courses in the discipline area. | Relevant activities may include but are not limited to:
  - as for Level C
  - 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, programs of study / courses. | Relevant activities may include but are not limited to:
  - as for Level D
  - playing an active role in maintenance of academic standards and in the development of educational policy and curriculum within the discipline. | Relevant activities may include but are not limited to:
  - as for Level E
  - providing leadership and fostering excellence in administration and management within School, Faculty and University. |
| Creates 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. | 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. | Provides leadership and fosters excellence in teaching / scholarship of teaching. |
| Relevant activities may include but are not limited to: as for level C plus external boards; higher-level/management responsibilities in coordination programs; appointments to significant public and private sector bodies; etc. | Relevant activities may include but are not limited to: as for level C plus leadership in the development of external relationships; contribution to University policy development. | Relevant activities may include but are not limited to: as for level C plus leadership in the development of external relationships; contribution to University policy development. | Relevant activities may include but are not limited to:
  - as for Level D plus leadership in the development of external relationships; contribution to University policy development. |