

SKILL BASE AND QUALIFICATIONS				
Level A (Associate Lecturer)	Level B (Lecturer)	Level C (Senior Lecturer)	Level D (Associate Professor)	Level E (Professor)
<ul style="list-style-type: none"> <li>As a minimum, satisfactory completion of 4 years of tertiary study or equivalent qualifications and experience.</li> <li>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.</li> </ul> <p><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></p>	<ul style="list-style-type: none"> <li>Completion of a PhD or EdD or equivalent qualification.</li> </ul> <p><u>OR</u></p> <p><i>(except where a School/discipline has an approved recognition, based on demonstrated disciplinary norms, that there can be no alternatives) <sup>*(1)</sup></i></p> <ul style="list-style-type: none"> <li>any one of the following:                             <ul style="list-style-type: none"> <li>evidence of peer-reviewed independent research demonstrated to be of an equivalent standard in the discipline area</li> <li>evidence of professional standing, reputation and qualifications demonstrated to be of an equivalent standard in the discipline area</li> <li>completion of a higher degree at Masters level or substantial progress toward a doctoral degree in the discipline area</li> <li>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.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Completion of a PhD or EdD or equivalent qualification.</li> </ul> <p><u>OR</u></p> <p><i>(except where a School/discipline has an approved recognition, based on demonstrated disciplinary norms, that there can be no alternatives) <sup>*(1)</sup></i></p> <ul style="list-style-type: none"> <li>any one of the following:                             <ul style="list-style-type: none"> <li>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</li> <li>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</li> <li>for Schools in the professions, completion of a higher degree at Masters level or substantial progress towards a doctoral degree in the discipline area <sup>*(2)</sup></li> <li>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.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>As for Level C.</li> </ul> <p><u>AND</u></p> <ul style="list-style-type: none"> <li>Recognition of academic standing at a national or international level in the discipline area.</li> </ul>	<ul style="list-style-type: none"> <li>As for Level D.</li> </ul> <p><u>AND</u></p> <ul style="list-style-type: none"> <li>Recognition of academic standing as an eminent authority in the discipline area.</li> </ul> <p><u>AND</u></p> <ul style="list-style-type: none"> <li>Distinction at the national (and where appropriate) international level.</li> </ul>

\* <sup>(1)</sup> 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)

\* <sup>(2)</sup> 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)
<ul style="list-style-type: none"> <li>• Works with support and guidance from a more senior academic.</li> <li>• Expected to develop expertise in teaching and the scholarship of teaching, with an increasing degree of autonomy.</li> <li>• Contributions to teaching may be primarily at undergraduate and graduate diploma level.</li> </ul> <p>Relevant activities may include but are not limited to:</p> <ul style="list-style-type: none"> <li>- preparation and delivery of lectures, tutorials, practicals, seminars, workshops, field trips, and other forms of educational delivery;</li> <li>- preparation and marking of student assessments;</li> <li>- consultation with students;</li> <li>- participation in international teaching, collaboration and internationalisation;</li> <li>- development of topic and course materials with appropriate guidance from course coordinator and/or more senior academic;</li> <li>- making effective use of innovations in teaching practices and technologies.</li> </ul>	<ul style="list-style-type: none"> <li>• Makes an independent contribution to teaching at the discipline level.</li> <li>• Co-ordinates and/or leads the activities of other staff, as appropriate.</li> </ul> <p>Relevant activities may include but are not limited to:</p> <ul style="list-style-type: none"> <li>- as for Level A</li> </ul> <p><u>PLUS:</u></p> <ul style="list-style-type: none"> <li>- provision of teaching, assessment, student consultation, support for international teaching and internationalisation and use of innovation in teaching practices and technologies;</li> <li>- supervision of Honours programs/students and/or supervision of higher degree students;</li> <li>- initiation and development of topic materials;</li> <li>- performing an independent role in curriculum development and teaching methodology for topics/courses in the discipline area;</li> <li>- evidence of reflection of practice.</li> </ul>	<ul style="list-style-type: none"> <li>• Makes a significant, wide-ranging, contribution to teaching and the practice of teaching.</li> <li>• Provides leadership in teaching and the scholarship of teaching at discipline/School level.</li> </ul> <p>Relevant activities may include but are not limited to:</p> <ul style="list-style-type: none"> <li>-as for level B</li> </ul> <p><u>PLUS:</u></p> <ul style="list-style-type: none"> <li>- development of international teaching delivery or collaboration;</li> <li>- undertaking a leadership role in curriculum development and teaching methodology for topics/courses in the discipline area.</li> </ul>	<ul style="list-style-type: none"> <li>• Makes original and innovative contributions to the advancement of teaching and scholarship of teaching.</li> <li>• 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.</li> </ul> <p>Relevant activities may include but are not limited to:</p> <ul style="list-style-type: none"> <li>- as for Level C</li> </ul> <p><u>PLUS:</u></p> <ul style="list-style-type: none"> <li>- making a distinguished personal contribution to teaching at all levels;</li> <li>- undertaking a leadership role in international delivery and/or collaboration;</li> <li>- responsibility for curriculum development and teaching methodology for topics and programs of study / courses.</li> </ul>	<ul style="list-style-type: none"> <li>• Provides leadership and fosters excellence in teaching / scholarship of teaching.</li> <li>• Makes original, innovative and distinguished contributions to scholarship and teaching.</li> <li>• Provides sustained leadership to the discipline.</li> </ul> <p>Relevant activities may include but are not limited to:</p> <ul style="list-style-type: none"> <li>-as for Level D</li> </ul> <p><u>PLUS:</u></p> <ul style="list-style-type: none"> <li>- playing an active role in maintenance of academic standards and in the development of educational policy and curriculum within the discipline.</li> </ul>

RESEARCH AND/OR CREATIVE ACTIVITY				
Level A (Associate Lecturer)	Level B (Lecturer)	Level C (Senior Lecturer)	Level D (Associate Professor)	Level E (Professor)
<ul style="list-style-type: none"> <li>• Works with support and guidance from a more senior academic.</li> <li>• Expected to develop her/his expertise in research with an increasing degree of autonomy.</li> </ul> <p>Relevant activities may include but are not limited to:</p> <ul style="list-style-type: none"> <li>- making an active contribution to the conduct of research and/or creative activity in the discipline;</li> <li>- active candidature towards a doctoral qualification.</li> </ul>	<ul style="list-style-type: none"> <li>• Makes an independent high quality contribution to research and/or creative activity, through activities such as quality publications and external grant acquisition.</li> <li>• Coordinates and/or leads the activities of other staff, as appropriate.</li> </ul> <p>Relevant activities may include but are not limited to:</p> <p>-as for Level A_</p> <p><u>PLUS:</u></p> <ul style="list-style-type: none"> <li>- making an independent contribution to research and/or creative activity in the discipline;</li> <li>- supervision of major Honours or postgraduate research projects;</li> <li>- publishing in recognised high quality publications;</li> <li>- attracting research grants from external sources.</li> </ul>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Plays a major role or provides a significant degree of leadership in the area of research and/or creative activity.</li> </ul> <p>Relevant activities may include but are not limited to:</p> <p>- as for Level B_</p> <p><u>PLUS:</u></p> <ul style="list-style-type: none"> <li>- making a significant contribution to research and/or creative activity in the discipline;</li> <li>- undertaking an active leadership role in research and/or creative activity including, where appropriate, leadership of a research team.</li> </ul>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> </ul> <p>Relevant activities may include but are not limited to:</p> <p>- as for Level C_</p> <p><u>PLUS:</u></p> <ul style="list-style-type: none"> <li>- making an outstanding contribution to research and/or creative activity in the discipline;</li> <li>- obtaining competitive research grants / support from sources outside of the University;</li> <li>- undertaking an active leadership role in research and/or creative activity in the discipline area including leadership of a large team.</li> </ul>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Makes a contribution to the University's research agenda commensurate with her/his standing in the profession and as a Professor of the University.</li> </ul> <p>Relevant activities may include but are not limited to:</p> <p>- as for Level D_ <u>PLUS:</u></p> <ul style="list-style-type: none"> <li>- making a distinguished contribution to research and/or creative activity in the discipline;</li> <li>- a sustained track record of obtaining competitive research grants / support from sources outside of the University;</li> <li>- 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;</li> <li>- development of research policy;</li> <li>- providing leadership and expertise to foster collaborative links across the University, with industry and with other institutions as appropriate.</li> </ul>

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)
<ul style="list-style-type: none"> <li>Undertakes administrative activities which primarily relate to the School.</li> <li>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.</li> </ul> <p>Relevant activities may include but are not limited to:</p> <ul style="list-style-type: none"> <li>active attendance at School and/or Faculty meetings and/or committee membership (limited number);</li> <li>limited administrative functions related to the teaching of individual topics;</li> <li>topic coordination<sup>B</sup>;</li> <li>membership of relevant professional association(s);</li> <li>attendance at conferences/workshops;</li> <li>consultancy/ advisory work undertaken outside the University</li> </ul>	<ul style="list-style-type: none"> <li>Undertakes administrative activities which primarily relate to the School.</li> <li>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.</li> </ul> <p>Relevant activities may include but are not limited to:</p> <ul style="list-style-type: none"> <li>active participation in School/Faculty meetings; representing the discipline/School on School/Faculty committees;</li> <li>undertaking administrative responsibilities at the School/ Faculty level (e.g. as Director of Studies);</li> <li>active participation in discipline/School-level external quality assurance/regulatory/ accreditation processes;</li> <li>administrative functions related to the teaching of individual topics;</li> <li>active membership of appropriate professional association(s);</li> <li>liaison and development of relationships with external organisations (e.g. regarding work placements and other beneficial collaborations);</li> <li>assisting with the development and maintenance of effective industry/ community/ government relationships and partnerships (local or international);</li> <li>topic and minor course coordination</li> <li>active conference and/or workshop participation;</li> <li>consultancy/advisory work for community, government or private sector organisations.</li> </ul>	<ul style="list-style-type: none"> <li>Contributes to administrative activities of the School and/or Faculty.</li> <li>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.</li> </ul> <p>Relevant activities may include but are not limited to:</p> <ul style="list-style-type: none"> <li>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);</li> <li>leadership in discipline / School / Faculty-level external quality assurance, regulatory and/ or accreditation processes;</li> <li>coordination of major award programs or a number of smaller awards;</li> <li>leadership in the development and coordination of initiatives involving external organisations for the benefit of the School/ Faculty/ University;</li> <li>leadership roles/ positions of responsibility in relevant professional association(s)</li> <li>providing contributions to the development and maintenance of effective industry/ community / government relationships and partnerships (local or international);</li> <li>development of beneficial professional relationships and consultancy work;</li> <li>responsibilities in regard to professional journals and conferences.</li> </ul>	<ul style="list-style-type: none"> <li>Contributes to leadership and managerial activities of the School, Faculty and University.</li> <li>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.</li> </ul> <p>Relevant activities may include but are not limited to:</p> <ul style="list-style-type: none"> <li>undertaking significant administrative and managerial responsibilities at School and Faculty level;</li> <li>leadership in School / Faculty / University-wide external quality assurance, regulatory and/ or accreditation processes;</li> <li>providing substantial contributions at Faculty and University level through leadership of committees and working parties, representing the Faculty/ University on external committees and boards;</li> <li>responsibilities for program coordination and resource management;</li> <li>providing substantial contributions to the development and maintenance of effective industry/ community / government relationships and partnerships (local or international);</li> <li>development of beneficial professional relationships, consultancy work and responsibilities on professional/ community bodies/ committees/ associations;</li> <li>leadership role in relevant professional associations</li> <li>appointment to significant government or state bodies, industry boards, etc.;</li> <li>contributions to/ leadership in the profession at state/ / national level consistent, with senior standing in the field.</li> </ul>	<ul style="list-style-type: none"> <li>Provides leadership and fosters excellence in administration and management within School, Faculty and University.</li> <li>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.</li> </ul> <p>Relevant activities may include but are not limited to:</p> <ul style="list-style-type: none"> <li>undertaking managerial and senior-level administrative responsibilities at School, Faculty and University level;</li> <li>leadership in School / Faculty / University-wide external quality assurance/ regulatory / accreditation processes;</li> <li>contributing to University policy development;</li> <li>leading the development and maintenance of effective industry/ community / government relationships and partnerships (local or international);</li> <li>development of beneficial professional relationships, consultancy work, responsibilities on professional/ community bodies/ committees/ associations and appointments to significant external bodies;;</li> <li>leadership role in relevant professional association and/ or peer leadership in the profession at state / national / international level.</li> </ul>