

Selection Criteria Examples – Academic Staff positions

The following criteria are taken from actual Selection Criteria developed for various University positions at all Academic levels and can be used in developing Selection Criteria.

Level A: Research Only	Page 2
Level A	Page 3
Level B: Research Only	Page 4
Level B	Page 5
Level C: Research Only	Page 6
Level C	Page 7
Level D: Research Only	Page 8
Level D	Page 9
Level E	Page 10

Level A: Research-only

Skill Base

A Level A research-only academic will normally have completed 4 years of tertiary study in the relevant discipline or have equivalent qualifications or research experience. In many cases a position at this level will require an honours degree or higher qualifications or equivalent research experience. Research experience may have contributed to or resulted in publications, conference papers, reports or professional or technical contributions which give evidence of research potential.

- Demonstrated skills in [...]
 - Experience in the field of [...]
 - Research experience in the area of [...]
 - A commitment to research excellence in [...], as evidenced by publications in reputable journals in areas of relevance to the department
 - Evidence of ability to undertake, complete and write up scientific research
 - Familiarity with computer operating systems, preferably unix-based
 - Advanced analytical and computational skills, including demonstrated ability to [...]
 - Ability to work within a research group under the direction of its supervisor
 - Ability to assist graduate students
 - Good written (eg. technical reports and scientific journal publications) and oral communication skills (eg. seminars and conference papers)
 - Demonstrated experience in computer programming
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Level A

Skill Base

A Level A academic will normally have completed 4 years of tertiary study in the relevant discipline and/or have equivalent qualifications and/or professional experience. In many cases a position at this level will require an honours degree or higher qualifications, an extended professional degree, or a three year degree with a postgraduate diploma. In determining experience relative to qualifications, regard is had to teaching experience, experience in research, experience outside tertiary education, creative achievement, professional contributions and/or contributions to technical achievement.

- Ability to lecture at undergraduate levels
 - Ability to conduct tutorials at undergraduate levels
 - Ability to communicate effectively in English
 - Ability to relate to students from a variety of backgrounds
 - Ability to participate in the organisation and administration of the Discipline's tutorial program
 - Ability to assess students' assignments, exams etc., and to provide meaningful feedback and encouragement
 - Ability to contribute to the research program of the Discipline
 - An interest in students, and a desire to help them
 - A good honours result in [...] or related area
 - Ability and willingness to undertake a higher degree
 - A record of publication or joint publication
 - The ability to encourage the aspirations of all students
 - The ability to contribute effectively to the intellectual and administrative activity in the department
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Level B: Research-only

Skill Base

A Level B research-only academic will normally have completed a relevant doctoral qualification or have equivalent qualifications or research experience. In addition he or she may be expected to have had post-doctoral research experience which has resulted in publications, conference papers, reports or professional or technical contributions which give evidence of research ability.

- Considerable initiative and the ability to work independently when required
 - Potential to further develop a good publication record
 - A familiarity with university based/industry funded research
 - Demonstrated research capability
 - A commitment to collaborative research and consulting with industry
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Level B

Skill Base

A Level B academic shall have qualifications and/or experience recognised by the institution as appropriate for the relevant discipline area. In many cases a position at this level will require a doctoral or masters qualification or equivalent accreditation and standing. In determining experience relative to qualifications, regard is had to teaching experience, experience in research, experience outside tertiary education, creative achievement, professional contributions and/or to technical achievement.

- The ability to work harmoniously and constructively with other members of the department
- The ability to work both independently and in a team environment

Teaching

- Teaching experience/Demonstrated success in teaching at tertiary level in []
- Evidence of successful teaching in the higher education sector
- Experience and strong interest in undergraduate teaching
- Able to demonstrate lecturing ability and to be committed to excellence in teaching
- Interest in supervision of Honours and postgraduate research students
- Experience in supervising graduate students (desirable)
- A commitment to curriculum design and innovation (desirable)
- Competence to accept primary responsibility for some teaching programmes and administrative tasks of the department

Research

- Active involvement in research and creative activity as typically demonstrated by publications, conference participation, compositions, performances and/or recordings
- Capacity to join an existing research team within the Discipline/School and to develop an independent research laboratory within 5 years of appointment
- Evidence of seeking competitive research or fellowship funding
- A strong record of research-based publications relative to opportunity
- Demonstrated research ability (desirable)
- Appropriate professional and research experience for appointment at this level
- Demonstrated ability to attract research and consultancy funding
- Interest in the development of collaborative research programs within and outside the University
- Preparedness to form and maintain contacts with the professional and business community

Administration

- Demonstrated ability to undertake the administrative functions required of the position
- Evidence of an interest in academic administrative matters, including strategic or other similar planning processes
- A commitment to promote the Discipline in the community (particularly in the context of fundraising activities)

Level C: Research-only

Skill Base

A Level C research-only academic will normally have a relevant doctoral qualification or equivalent accreditation and standing together with subsequent research experience. A position at this level will require a demonstrated strong record of publications, conference papers, reports and/or professional and/or technical contributions in the relevant discipline area.

- Strong research and publication record
 - Research experience in the development of [...]
 - Experience in training post-graduate students
 - Ability to work as part of a team and collaborate
 - Ability to lead and manage a research group
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Level C

Skill Base

A Level C academic will normally have advanced qualifications and/or recognised significant experience in the relevant Discipline area. A position at this level will normally require a doctoral qualification or equivalent accreditation and standing. In determining experience relative to qualifications, regard shall be had to teaching experience, experience in research, experience outside tertiary education, creative achievement, professional contributions and/or to technical achievement. In addition a position at this level will normally require a record of demonstrable scholarly and professional achievement in the relevant Discipline area.

In addition to the above:

Teaching

- Experience and strong interest in undergraduate teaching
- Ability to supervise post-graduate students and to direct a research team
- Evidence of successful teaching at undergraduate, honours and postgraduate level
- Demonstrated competence to accept primary responsibility for some teaching programmes and administrative tasks of the School
- Demonstrated abilities in supervising research higher degrees

Research

- Ability to pursue independent research
 - Success in obtaining competitive grant funding
 - A strong record of research-based publications
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Level D: Research-only

Skill Base

A Level D research-only academic will normally have the same skill base as a Level C research-only academic. In addition, there will be a requirement for academic excellence and outstanding contribution to research.

- Ability to make an innovative contribution to the intellectual life of the School
 - Evidence of successful leadership of a major research project
 - Industrial experience in an appropriate area
 - A strong research and publication record
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Level D

Skill Base

A Level D academic will normally have the same skill base as a Level C academic. In addition there is a requirement for academic excellence which may be evidenced by an outstanding contribution to teaching and/or research and/or the profession.

- Demonstrated ability in academic leadership in the area of international management in the higher education sector
 - Proven experience in developing teaching programmes
 - A demonstrated record of research and publications, at national and international level
 - Competence to supervise PhD students
 - Competence to accept primary responsibility for administrative tasks of the School
 - Strong contacts with professional bodies, for example as evidenced by membership of [...] associations
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Level E

Skill Base

A Level E academic shall have the same skill base as a Level D academic but will be recognised as a leading authority in the relevant discipline area.

- An established international research record and a demonstrated capacity to lead research in the area of [...] as evidenced by refereed publications, invitations to present at international conferences, a record of successful research funding and of attracting higher degree students and a record of serving on national and international committees
 - Demonstrated high level of skills and commitment to undergraduate and postgraduate teaching
 - A proven track record in establishing collaborative research links with industry and/or governmental institutions and obtaining research funding from industry and/or governmental institutions
 - Demonstrated ability to provide leadership at departmental and institutional levels
 - Demonstrated experience and interest in policy development and implementation
 - Evidence of ability to relate well to colleagues and a willingness to foster cross-disciplinary activity
 - Experience in curriculum development
 - A capacity to establish a research unit and to disseminate the results of research to professional groups and a wider community
 - An outstanding research record in a field relevant to the title of the Chair
 - Ability to introduce modern research techniques in fields relevant to the position
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