



Example Objectives – Academic Staff

KRA: Teaching

- Coordinate “Arts and Engagement” Level 1 course in Semester One.
- Deliver “Contract Law” Level 2 course in Semester Two.
- Pre-course visit to Africa for AusAID/GRM on YY(Planning year) trade policy and negotiate courses under Australia Award for Africa (AAA) Short Course awards.
- Contribute to events and course content for Semester One (Group 1) in Australia AAA trade policy and negotiation Foundation Course.
- Review status of IIT post-graduate courses (MITD/PCIT) for Semester Two.
- Deliver in-Africa Module 3, AAA Short Course, Cape Town by June 30.

KRA: Research

- Publish at least two articles in high quality journals (e.g. ERA A* or A journals) and publish at least two articles in books or B ranked journals by November YY(Planning year).
- Publish at least 2 commissioned reports by 30 September YY(Planning year).
- Ensure doctoral staff participate and attract HDR students, with the aim of 4 per year.
- Prepare annual research development report for the Institute by December YY(Planning year).
- Prepare and submit category 1 and category 2 and 3 applications, including at least one ARC linkage grant in YY(Planning year).
- Present final AusAID-funded Research Study for Palau on implications of PACER Plus by May 28.

KRA: Administration

- Represent the Institute throughout YY(Planning year) at meetings within the University and externally, including committees, boards and advisory groups.
- Prepare draft Medium-to-Long Term Strategy Paper (3-5 years) in consultation with Chair of Board of Governors and Executive Dean by 30 September YY(Planning year).
- Act as a mentor to at least three postgraduate students and assist with their professional development, interview practice and job applications throughout YY(Planning year).

KRA: Professional Activity

- Sit on the committee for North American Primary Care Research Group in YY(Planning year).
- Become a member of the Women’s & Children’s Health Network Human Research Ethics Committee to review 20 applications each month and facilitate ethical health research relating to women and children in South Australia in YY(Planning year).
- Review 8 research grant applications with the ARC and NHMRC throughout YY(Planning year).
- Review 1 paper in journals each month of YY(Planning year), such as The British Journal of Social Psychology, Child Indicators Research, Australian Journal of Psychology, Ethnic and Racial Studies, Australian Psychologist, Australian Community Psychologist, Critical Public Health, The Journal of Family Studies.

Example Objectives – Professional Staff

KRA: Role-Specific Projects or Activities

- Promote and implement University policies and procedures in relation to occupational health and safety, and ensure there is adequate accountability for the implementation of all aspects of hazard management, design of work, training, workplace inspection and reporting within the division, according to University timeframes.
- Facilitate informational training sessions on how to use the University's internal online tools for new employees who request training. Achieve a 90% satisfaction rate from employee training feedback surveys over the course of the evaluation period.
- Revise the division's X Instructions and/or guidance so that associated policies, processes, roles, and responsibilities are up-to-date, thorough, and clear, as determined by supervisor review, within set timeframes.
- Process and approve/decline all travel requests for the X office. Deliver 90% of approval notices within 10 business days of receipt.

KRA: Service

- Achieve and maintain an average customer service rating of at least 4.0 (out of a possible 5.0) on annual survey by December YY(Planning year).
- Create the unit's YY(Planning year) strategic plan, discuss with the division and obtain final approval from executive leadership by June YY(Planning year).
- For the work unit's X Improvement project, develop a set of recommendations for improvement strategies based on relevant research and work unit feedback. By the end of the first quarter, provide a written report to all relevant stakeholders which includes a set of realistic recommendations (in terms of time and money required for implementation), as determined by the communication project goals.
- By 30 June YY(Planning year), deliver three briefings to key stakeholders regarding the new security initiative within the University, and write a detailed report on the feedback received.
- For each project received during the year, solicit at least one individual from outside of your work unit to provide input at the planning stage. Incorporate the individual's input into your final report.
- Draft policy guidance for X topic and coordinate this draft through the appropriate channels to obtain concurrence from all relevant parties. Submit completed policy guidance for final signature by the appropriate signature authority by 30 June YY(Planning year).

KRA: Change

- By the end of YY(Planning year), present two acquisition plans to supervisor for new computer systems based on a thorough analysis of customer needs, capabilities, and cost/benefits.
- By the end of the October YY(Planning year), evaluate the computer security system training, assessing the extent to which the training is easy to use and if it covers the learning objectives sufficiently.
- Develop and recommend one feasible alternative process or long-term solution to recurring X problem by the end of September YY(Planning year). Draft a report with at least two thoroughly detailed and realistic options for changes to the strategy that may mitigate the current problem. The recommendations must meet relevant laws and regulations.

KRA: Professional Activity

- Distribute agenda papers to Chairperson and committee members 5 working days before the date of the committee meetings, and submit a draft of the minutes to the Chairperson within three days of the meeting having taken place.
- More effectively manage the email service into the X Office by ensuring a 75% reduction in student telephone enquiries received about the email they have sent; a clear roster for managing emails on a daily basis established by 1 June YY(Planning year).
- Implement new regulations in the safe storage of chemicals by June YY(Planning year), and ensure all staff handling chemicals are trained in the new procedures by the implementation date.
- All staff using safe chemical storage procedures to be monitored via monthly on spot checks after the implementation date. Number of accidents involving chemicals to be reduced by 50% during the 6 months after the implementation date.