

Group Leader 1 – Early Career (Level C)	Group Leader 2 – Mid Career (Level D/E)	Group Leader 3 – Mentor (Level E)
PhD or equivalent	PhD or equivalent	PhD or equivalent
Established collaborations across Australia and where relevant, internationally with evidence of an ability to collaborate across disciplines.	Well established national and international collaborations across disciplines.	Well established national and international collaborations across disciplines. Demonstrated evidence of ability and willingness to provide mentorship.
Success with competitive peer reviewed funding, and an understanding of the Australian competitive grant process, in particular the NHMRC but also extending to disease-specific funding bodies. Evidence of contribution to peer review panels and processes. Holding or with the clear potential to win a Fellowship, project or equivalent funding.	Success with competitive peer reviewed funding, and an understanding of the Australian competitive grant process, in particular the NHMRC but also extending to disease-specific funding bodies. Evidence of significant contribution to peer review panels and processes. Must hold, or have held and be expected to regain, a Fellowship, project or equivalent funding.	Success with competitive peer reviewed funding, and an understanding of the Australian competitive grant process, in particular the NHMRC but also extending to disease-specific funding bodies. Evidence of significant and widely acknowledged contribution to peer review panels and processes. Must hold a Fellowship and be able to provide evidence of having provided support and mentorship for less well established scientists in gaining Fellowship and project funding.
Evidence of an approach to work which is likely to create a collegial and high functioning, productive work environment. https://www.adelaide.edu.au/hr/organisational-development/university-values/staff-values-and-behaviour-framework	Evidence of having worked in and having made a leadership level contribution towards the development of collegial and high functioning, productive work environments. https://www.adelaide.edu.au/hr/organisational-development/university-values/staff-values-and-behaviour-framework	A significant track record of success in providing leadership in the creation of collegial, supportive and productive research environments. https://www.adelaide.edu.au/hr/organisational-development/university-values/staff-values-and-behaviour-framework
with a willingness to contribute towards sourcing philanthropic funding (from trusts and foundations, or high net worth individuals, or from corporate sponsorship) and the ability to provide compelling lay descriptions (verbally and in writing) of the research and its purpose for a philanthropic audience and wider community.	Success with sourcing philanthropic funding (from trusts and foundations, or high net worth individuals, or from corporate sponsorship) and the ability to provide compelling lay descriptions (verbally and in writing) of the research and its purpose for a philanthropic audience and wider community.	Success with sourcing philanthropic funding (from trusts and foundations, or high net worth individuals, or from corporate sponsorship) and the ability to provide compelling lay descriptions (verbally and in writing) of the research and its purpose for a philanthropic audience and the wider community.
Able to support, mentor, lead and inspire colleagues in a way that encourages and enables collaboration across HMR and other disciplines. Evidence of an approach towards leadership which is likely to inspire colleagues and encourage engagement across disciplines.	Able to support, mentor, lead and inspire colleagues in a way that encourages and enables collaboration across HMR and other disciplines. Evidence of having made a leadership contribution that has encouraged and enabled cross disciplinary collaboration.	Able to support, mentor, lead and inspire colleagues in a way that encourages and enables collaboration across HMR and other disciplines. A significant track record of success in providing inspiring leadership which has encouraged and enabled cross disciplinary collaboration.
An understanding of (human and animal) health and medical research ethics including experience with relevant processes and their application in a modern Australian health and medical research environment.	An understanding of (human and animal) health and medical research ethics including experience with relevant processes and their application in a modern Australian health and medical research environment	An understanding of (human and animal) health and medical research ethics including experience with relevant processes and their application in a modern Australian health and medical research environment.
Evidence of an understanding of and a willingness to engage in and support necessary administrative work that enables the creation of a productive research environment in a university, hospital or medical research institute.	Evidence of having made a useful and recognised contribution towards the administrative needs of a former work environment in a university, hospital or medical research institute.	A significant track record of useful and widely acknowledged contributions towards institutional administration of a university, hospital or medical research institute.
Evidence of understanding of the issues surrounding research conduct expectations.	Evidence of understanding of the issues surrounding research conduct expectations and an ability to mentor others.	Evidence of understanding of the issues surrounding research conduct expectations and an ability to mentor others.