

Academic Selection Criteria

The following table is to be used as a guide only in determining suitable selection criteria for academic positions at the various levels. It may not be appropriate to call for every one of the capabilities listed for each level, as the requirements for each job will vary.

These criteria cover the more general capabilities that are relevant for academic positions. Some positions may require additional criteria calling for specific and/or specialist expertise such as experience with laboratory or research techniques. These may be most appropriate as included with the 'research' criterion as a specific aspect of the research capabilities.

In determining suitable criteria, the Minimum Standards for Academic Levels, set out in [Schedule 4](#) of the ANU Enterprise Agreement 2010-2012 should be consulted.

Level E

(Words or phrases in square brackets [] represent alternate forms or words that may or may not be required.)

Capabilities	Criteria
Research	A distinguished record of research [in the field of] as evidenced by an internationally recognised publication record and success in attracting research funding A PhD** in [field] [is highly desirable/ essential]
Education	A distinguished record of contribution to education including [curriculum and program development, original and innovative teaching practices and the supervision of postgraduate students]
Professional Activities/ Administration/ Outreach	An outstanding record of achievement in university administration [and management] and successful interaction with relevant industry/ business/professional/government organisations
Communication and Interpersonal Skills	Highly developed oral and written communication skills [in English] and a demonstrated ability to develop positive relationships with students and colleagues at all levels
Academic and Professional Leadership	An [outstanding/significant/strong] record of achievement in providing academic leadership and fostering excellence [in the field of]
Equity and Diversity	A demonstrated high level of understanding of equal opportunity principles and policies and a commitment to the application of EO policies in a university context

* An equivalent qualification may be appropriate for particular disciplines and should be included where suitable.

Level D

(Words or phrases in square brackets [] represent alternate forms or words that may or may not be required.)

Capabilities	Criteria
Research	An outstanding record of research [in the field of] as evidenced by a nationally or internationally recognised publication record and success in attracting research funding A PhD** in [field] [is highly desirable/ essential]
Education	An outstanding record of contribution to education including [curriculum and program development, original and innovative teaching practices and the supervision of postgraduate students]
Professional Activities/ Administration/ Outreach	A strong record of achievement in university administration and successful interaction with relevant industry/ business/professional/government organisations
Communication and Interpersonal Skills	Highly developed oral and written communication skills [in English] and a demonstrated ability to develop positive relationships with students and colleagues at all levels
Academic and Professional Leadership	A record of effective academic leadership [including leadership of research teams/supervision of staff/mentoring and development of colleagues to achieve goals]
Equity and Diversity	A demonstrated high level of understanding of equal opportunity principles and policies and a commitment to the application of EO policies in a university context

* An equivalent qualification may be appropriate for particular disciplines and should be included where suitable.

Level C

(Words or phrases in square brackets [] represent alternate forms or words that may or may not be required.)

Capabilities	Criteria
Research	A strong record of research [in the field of] as evidenced by a nationally recognised publication record and success in attracting research funding A PhD** in [field] [is highly desirable/ essential]
Education	A record of significant contribution to education including [curriculum and program development, quality teaching and the supervision of postgraduate students]
Professional Activities/ Administration/ Outreach	Demonstrated ability to engage in university administration and a record of successful interaction with relevant industry/ business/professional/government organisations
Communication and Interpersonal Skills	Well developed oral and written communication skills [in English] and a demonstrated ability to develop positive relationships with students and colleagues at all levels
Academic and Professional Leadership	Ability to provide academic leadership [including leadership of research teams/supervision of staff/mentoring and development of colleagues to achieve goals]
Equity and Diversity	A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context

* An equivalent qualification may be appropriate for particular disciplines and should be included where suitable.

Level B

(Words or phrases in square brackets [] represent alternate forms or words that may or may not be required.)

Capabilities	Criteria
Research	A record of independent research [in the field of] as evidenced by publications in peer reviewed journals and an ability to attract [or success in attracting] research funding A PhD** in [field] [is highly desirable/ essential]
Education	Demonstrated ability to [undertake curriculum and program development, deliver quality teaching and supervise undergraduate and/or postgraduate students]
Professional Activities/ Administration/ Outreach	Ability to contribute to university administration and successfully interact with relevant industry/ business/professional/government organisations
Communication and Interpersonal Skills	Well developed oral and written communication skills [in English] and an ability to develop positive relationships with students and colleagues at all levels
Equity and Diversity	A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context

* An equivalent qualification may be appropriate for particular disciplines and should be included where suitable.

Level A

(Words or phrases in square brackets [] represent alternate forms or words that may or may not be required.)

Capabilities	Criteria
Research	Ability to conduct research and contribute to obtaining research funding [in the field of] A PhD** in [field] [is highly desirable/ essential]
Education	Ability to develop curriculum, deliver quality teaching and supervise undergraduate students
Professional Activities/ Administration/ Outreach	Ability to contribute to administration in an academic environment
Communication and Interpersonal Skills	Well developed oral and written communication skills [in English] and an ability to develop positive relationships with students and colleagues at all levels
Equity and Diversity	A demonstrated understanding of equal opportunity principles and policies and a commitment to their application in a university context

* An equivalent qualification may be appropriate for particular disciplines and should be included where suitable.