**Academic Staff Qualifications and Experience Policy**

**- Staff that are IN FIELD -**

Where applicants/staff DO NOT have an AQF+1 qualification (click [HERE](https://www.aqf.edu.au/sites/aqf/files/aqf-2nd-edition-january-2013.pdf) for the AQF levels and criteria) but have appropriate in-field experience which may be considered, and professional equivalency applied. The Deans, in consultation with the DVC (Learning and Teaching), will assess academic staff member qualifications and their equivalent professional experience.

**Applicant to complete this section. Please complete the section that applies to you (depending on your qualifications and experience) and delete all others.**

Table 1:

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| --- | --- | --- | --- |
| **AQF level being taught** | **Required AQF level for staff** | **Professional experience requirement** | **Candidate examples of relevant experience**(please use this section to enter relevant experience to address the criteria for the level of course being taught) |
| AQF Level 5 Diploma(only as a stand-alone qualification) | AQF Level 6 | AQF Level 5**PLUS EITHER** | [enter qualification here] |
| A minimum 5 years relevant professional full-time experience in a relevant field and/or discipline area, together with a sound understanding of current scholarship in the discipline and demonstrated ability to engage students in intellectual inquiry**OR** | [enter relevant professional experience here] |
| Enrolment in a relevant AQF Level 6 course plus relevant professional experience, together totalling 3 years. | [enter qualification here] |
| AQF Level 6Associate Degree(only as a stand-alone qualification) | AQF Level 7 | AQF Level 6**PLUS EITHER** | [enter qualification here] |
| A minimum 5 years relevant professional full-time experience in a relevant field and/or discipline area, together with a sound understanding of current scholarship in the discipline and demonstrated ability to engage students in intellectual inquiry**OR** | [enter relevant professional experience here] |
| Enrolment in a relevant AQF Level 7 program plus relevant professional experience, together totalling 3 years. | [enter qualification here] |
| AQF Level 7Bachelor Degree | AQF Level 8 | A Level 7 qualification or above and current registration to practice within the relevant discipline (e.g. CPA Membership)**PLUS** | [enter qualification/s here] |
| 5 years relevant professional experience**OR** | [enter relevant professional experience here] |
| Enrolment in a Level 8 or above course plus some relevant teaching and/or professional experience totalling 5 years.Evidence logged in the Scholarship Outputs and Activities Repository (SOAR) by the relevant academic:* Applied research and/scholarly or creative outputs and activities such as scholarship award applications
* Peer reviewed publications, presentations and conference participation
* Experience outside tertiary education in industry, business or government employment
* Leadership in local, state or national advisory bodies and/or community organisations

A Fellow of a relevant Learned or Professional Society (for example, CPA Australia, Australian Institute of Management) may be considered to satisfy the equivalence guidelines for teaching at Level 8 when such appointments are made on the basis of exceptional achievement and/or service to the profession.Staff who hold minimum qualifications for teaching at Level 8 and also hold part-time or formal Adjunct appointments with an Australian university are deemed to have equivalency for teaching in Level 8 courses. | [enter qualification and all relevant professional experience here] |
| AQF Level 8Graduate CertificateGraduate DiplomaBachelor Honours Degree | AQF Level 9 | A Level 8 qualification or above and current registration to practice within the relevant profession (for example, CPA membership).**PLUS** | [enter qualification/s here] |
| 5 years relevant professional experience**OR** | [enter relevant professional experience here] |
| Enrolment in a Level 9 or above course plus some relevant teaching and/or professional experience together totalling 5 years.Evidence logged in the Scholarship Outputs and Activities Repository (SOAR) by the relevant academic:* Applied research and/scholarly outputs and activities such as scholarship award applications
* Peer reviewed publications, presentations and conference participation
* Experience outside tertiary education in industry, business or government employment
* Leadership in local, state or national advisory bodies and/or community organisations

A Fellow of a relevant Learned or Professional Society (for example, CPA Australia, Australian Institute of Management) may be considered to satisfy the equivalence guidelines for teaching at Level 8 when such appointments are made on the basis of exceptional achievement and/or service to the profession.Staff who hold minimum qualifications for teaching at Level 8 and also hold part-time or formal Adjunct appointments with an Australian university are deemed to have equivalency for teaching in Level 8 courses. | [enter qualification and all relevant professional experience here] |
| AQF Level 9Masters Degree by Coursework | AQF Level 10 | A Level 9 qualification or above and current registration to practice within the relevant profession (for example, CPA membership)**PLUS** | [enter qualification/s here] |
| 5 years relevant professional experience**OR** | [enter relevant professional experience here] |
| Enrolment in a doctoral program (Level 10) plus some relevant teaching and/or professional experience totalling 5 years.Evidence logged in the Scholarship Outputs and Activities Repository (SOAR) by the relevant academic in assessing equivalency:* Applied research and scholarly outputs and activities such as scholarship award applications
* Peer reviewed publications, presentations and conference participation
* Experience outside tertiary education in industry, business or government employment
* Leadership in local, state or national advisory bodies and/or community organisations

A Fellow of a relevant Learned or Professional Society (for example, CPA Australia, Australian Institute of Management) may be considered to satisfy the equivalence guidelines for teaching at Level 9 when such appointments are made based on evidence of exceptional achievement and/or service to the profession.Staff who hold minimum qualifications for teaching at Level 9 and also hold part-time or formal Adjunct appointments with an Australian higher education provider are deemed to have equivalence for teaching in Level 9 courses. | [enter qualification and all relevant professional experience here] |