VETASSESS

Information sheet

University Lecturer

ANZSCO: 242111 **Group A**

About this document

- The following Information Sheet is for your reference only and should be used as a guide to assist with your Skills Assessment application to VETASSESS. This information is subject to change.
- Please note that a Skills Assessment of the qualification involves assessment of both the qualification level and content. Qualifications are assessed according to the guidelines published by the Australian Government Department of Education.
- The employment assessment involves determining the skill level and relevance of the tasks undertaken.
- Integrity checks may be conducted to verify the qualification and employment claims made in an application.

Job description

University Lecturers lecture students and conduct tutorials in one or more subjects within a prescribed course of study at a university and conduct research in a particular field of knowledge.

Occupations considered suitable under this ANZSCO code:

- Associate Lecturer
- Lecturer
- Senior Lecturer
- Associate Professor
- Professor
- Research Associate
- Research Fellow

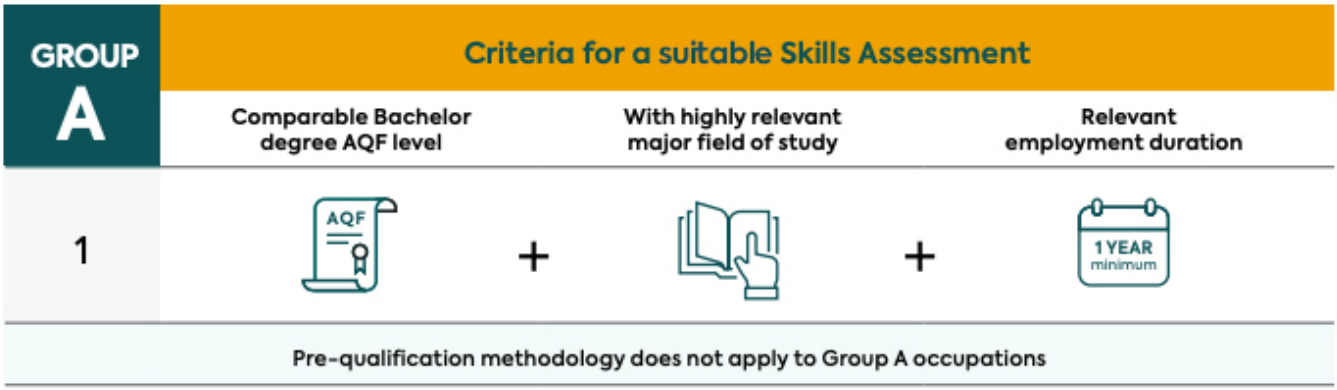
Occupations not considered under this ANZSCO code:

- University Tutor
- Vocational Education Teacher/Polytechnic Teacher

These occupations are classified elsewhere in ANZSCO.

University Lecturer is a VETASSESS Group A occupation

This occupation requires a qualification assessed as comparable to the educational level of an Australian Qualifications Framework (AQF) Bachelor degree or higher, in a field highly relevant to the nominated occupation.



The information below describes the available pathways for a Skills Assessment under**Group A**. Please note that in order to achieve a suitable Skills Assessment Outcome, a suitable assessment for both qualifications and employment is required.

Pathway 1

This pathway requires a qualification assessed as comparable to the education level of an Australian Qualifications Framework (AQF) Bachelor degree or higher degree and in a field highly relevant to the nominated occupation.

Bachelor degree or higher degree includes AQF Master Degree or AQF Doctoral Degree.

In addition, it is essential for applicants to meet the following employment criteria:

- at least **one** year of post-qualification employment at an appropriate skill level, undertaken in the last five years,
- working 20 hours or more per week, and
- highly relevant to the nominated occupation.

Qualification

This includes qualifications assessed at AQF Bachelor, Master and Doctoral level.

This occupation requires a qualification in a university academic discipline of high relevance to the required teaching and research specialisation.

Employment

Highly relevant tasks for teaching roles include, but are not limited to:

- Preparing and delivering lectures, and conducting tutorials, seminars and laboratory sessions;
- Preparing and marking essays, assignments and examinations;
- Advising students on academic and related matters;
- Attending departmental and faculty meetings, conferences and seminars;
- Supervising work programs of postgraduate and honors students and tutorial staff;
- Participating in setting course and degree requirements, curriculum revision and academic planning;
- Serving on council, senate, faculty and other committees and professorial boards;
- Conducting research and undertaking consultancies in a particular field of knowledge;
- Stimulating and guiding class discussions;
- Compiling bibliographies of specialized materials for reading assignments.

Highly relevant tasks for non-teaching/research only roles include:

- Undertaking research in an area strategically complementary to the existing strengths of the school/faculty with a view to publishing original and innovative results in refereed journals;
- Presenting research at academic seminars and at national and international conferences;
- Collaborating with other researchers at a national and/or international level;
- Actively seeking and securing external funding including the preparation and submission of research proposals to external funding bodies.

Teaching

University Lecturers are academic staff employed by universities who are required to both teach and conduct research in their academic field.

This occupation includes both teaching and non-teaching roles.

Teaching roles, such as Associate Lecturer, Lecturer, Senior Lecturer, Associate Professor and Professor require involvement in both teaching and research. Applicants with the position title 'University Lecturer', but with no scholarly research duties, would not meet the criteria for this occupation.

For a positive outcome, applicants must be teaching a higher education course/qualification in a relevant field of study. Teaching Diploma level courses is not considered highly relevant. Applicants must also be teaching higher education courses and programs that are accredited by relevant authorities.

Non-teaching roles, or research-only roles, such as Research Associate and Research Fellow, would generally not be required to teach at all, but will still meet the assessment requirements if primarily responsible for conducting independent academic research at an appropriate skill level.

Research

In Australia, University Lecturers are expected to produce original and innovative research in refereed journals. Research is a core task of the University Lecturer occupation and applicants should demonstrate their involvement in scholarly research by providing evidence of published research.

For both teaching and non-teaching/research only roles, at least one research paper, published in the last five years, is required for employment to be assessed positively. Having completed a PhD or MPhil thesis does not meet this requirement. The research publications must be in a field relevant to the area of teaching, and the academic qualification. Research papers in progress, submitted, or under peer review, are not considered as meeting the research requirement.

Academic journal articles, books and conference publications are considered appropriate evidence of research. VETASSESS accepts research evidence as original and recognised that reflects the following attributes:

- Scientific/scholarly investigation that arrives at the discovery of facts/conclusion;
- Empirical processes take precedence over judgement;
- Contains an academic bibliography (not generic sources, such as magazines);
- Caters to a specific audience (the author will assume that the reader has a certain level of knowledge about the field and the topic at hand);
- Published by internationally recognised university presses, academic publishers or professional organisations in peer-reviewed journals (academic journals are usually published monthly or quarterly);
- High academic standards due to rigorous peer-review by academics in the field;
- Verifiable and traceable.

The assessment is made on a case-by-case basis considering international recognition, the peer-review process, publication history, and relevant indicators. For example, research papers published in academic journals that are indexed in Web of Science (WoS), Scopus and ARC ERA Journal List are considered 'recognised'. Potential predatory journals and publishers are not acceptable.

Payment Evidence

The employment must be fully paid for a positive assessment. Consistent with the Department of Home Affairs' requirements, for skilled employment to be considered 'remunerated', applicants must be engaged in the occupation on a paid basis, generally at the award or market rate of the occupation. A person receiving living allowances or scholarships designed to cover study expenses would not be considered appropriately remunerated.

For University Lecturers who are on paid study leave (remain on the payroll) to pursue a course of studies or to undertake research connected to the role in which their employment experience is assessed as highly relevant, the employment period for study leave may be considered. However, only paid study leave at full pay is to be accepted as appropriate remuneration. Applicants must provide additional evidence, e.g. contract variation and payslips, to support these claims.

Sessional Academics

Sessional academics are casual faculty members who perform teaching and other agreed duties for specific academic terms. Sessional academics are normally employed in teaching roles and do not have research responsibilities. However, sessional academic roles can be assessed positively if consistently engaged in both teaching and research for at least 20 hours per week as part of their paid employment. Applicants should provide official evidence from their employer to support these claims.

Australian Employment

Applicants who have already gained employment in an accredited Australian university at Level A or above on a limited-term contract or ongoing basis, but have not had any research published yet, can be considered positively on a case-by-case basis. This would be based on the submission of evidence confirming their formal academic rank and title.

Supporting Material for Assessment

Applicants must provide evidence of their academic research by submitting a **Publication List**. Publications in the last five years (prior to lodging an application) will be required for skills assessment. Those applicants in dual teaching and research roles must include details of their area and level of teaching (e.g. units taught and degree program), in the Statement of Service.

Related Article: Six tips for a university lecturer applying for a Skills Assessment

If you are considering applying for a skills assessment as a university lecturer, it is important to understand the criteria for this occupation.

The Australian university sector is highly international and open to mobility, with foreign students earning about half of all PhDs awarded in Australia. One third of university staff have PhDs from overseas.