VETASSESS

Information sheet

Research and Development Manager

ANZSCO: 132511 **Group B**

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

Research and Development Managers plan, organise, direct, control and coordinate research and development activities within an organisation.

Occupations not considered under this ANZSCO code:

- Market Research Analyst
- Policy and Planning Manager
- University Lecturer (including Research Associate/Research Fellow)
- Health Information Manager (Clinical Trial Data Manager)

These occupations are classified elsewhere in ANZSCO.

Research and Development Manager is a VETASSESS Group B occupation

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

Applicants can fulfil the assessment criteria for this occupation in four different ways.

*If employment is prior to the completion of the qualification at the required level, an applicant must have at least one year of highly relevant employment at an appropriate skill level within the last five years. The remaining five years of pre-qualifying period may be within the last ten years.

A positive assessment of both qualification level and employment duration is required for a positive Skills Assessment outcome.

GROUP B	Criteria for a suitable Skills Assessment			
	Minimum comparable Bachelor or higher degree AQF level	With highly relevant major field of study	Additional highly relevant qualifications	Highly relevant employment duration
1	AQF +	+	N/A +	1 YEAR minimum
2	AQF +	No highly relevant major +	Minimum AQF Diploma level with highly relevant major +	2 YEARS minimum
3	AQF +	No highly relevant major +	No additional highly relevant qualifications +	3 YEARS minimum
Pre-qualification methodology can apply to Group B occupations				
	Highly relevant employment duration	With or without highly relevant major field of study	Additional highly relevant qualifications	Comparable Bachelor degree AQF level
4	5 YEARS minimum + 1 YEAR minimum (Within last 5 years) +	N/A +	N/A +	AQF

Description of Pathways

The information below describes the available pathways for a Skills Assessment under **Group B**. Please note that in order to achieve a suitable Skills Assessment Outcome, a positive 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.

Pathway 2

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 not highly relevant to the nominated occupation.

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

An additional qualification in a highly relevant field of study at a minimum AQF Diploma level is required. Additional qualifications in a highly relevant field of study include those comparable to the AQF Diploma or AQF Advanced Diploma or AQF Associate Degree or AQF Graduate Diploma.

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

- at least **two** years 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.

For example, an applicant for the occupation Quality Assurance Manager completed a non-relevant AQF Bachelor qualification in April 2024 and later completed an AQF Diploma in Quality Management in May 2026. The applicant commenced employment with the organisation in May 2024 and remains employed there.

Under Pathway 2, the applicant satisfies the minimum educational requirement for a Group B occupation through the AQF Bachelor qualification. Accordingly, employment is counted from the completion date of the Bachelor qualification, meaning employment from May 2024 onwards may be considered toward both the required Qualifying Period (QP) and any remaining eligible period for the points test.

As the later Diploma qualification is highly relevant to the occupation, the applicant may access the reduced employment requirement applicable under Pathway 2. In this case, only two years of QP are required, and that employment may be counted from the post-Bachelor period rather than from the Diploma qualification completion date.

Pathway 3

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 not 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 **three** years 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.

Pathway 4

This pathway requires a qualification assessed as comparable to the education level of an Australian Qualifications Framework (AQF) Bachelor degree or higher degree with or without a highly relevant major field of study 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 **six** years of employment at an appropriate skill level that includes at least **one** year of highly relevant employment within the last five years before applying,
- working 20 hours or more per week, and
- highly relevant to the nominated occupation.

Qualification

This occupation requires a qualification in a field of high relevance to the occupational specialisation of the research and development activity**. Qualifications normally have a strong research focus.

**Major fields of study will be considered on a case-by case basis if the field of study is highly relevant to the subsequent employment.

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

Examples of highly relevant majors include (but are not limited to):

- Science
- Engineering
- Materials Science
- Agriculture
- Pharmaceutical Science
- Medical Science
- Textiles
- Aeronautical Science
- Computer Science
- Technology (Building Technology, Food Technology, DNA Technology, Manufacturing Technology, Communication Technology, Educational Technology)

Employment

Highly relevant tasks include:

- Determining, implementing and monitoring research and development strategies, policies and plans;
- Developing and implementing research projects, priorities and targets to support commercial and policy development;
- Leading major research projects and coordinating activities of other research workers;
- Assessing the benefits and monitoring the costs and effectiveness of research and development activities;
- Interpreting results of research projects and recommending associated products and service development innovations;
- Providing advice on research and development options available to the organisation;
- Monitoring leading-edge developments in relevant disciplines and assessing implications for the organisation;
- May publish results of significant research projects.

Additional tasks may include:

- Responsible for management of a team;
- Recruiting staff and assessing staff performance;
- Managing budgets;
- Reporting to senior Managers;
- Ensuring that work meets safety standards and other relevant legislation.

Employment information

What is Research and Development?

Research and Development (also referred to as R&D), refers to the people, financial resources and means dedicated to the study and development of technological innovation with the aim of improving products, creating new products and making production processes more efficient. This area of a company or organization is overseen by R&D Managers.

What is the role of an R&D Manager?

R&D Managers are usually responsible for overseeing the entire development process of new products and programs within an organization, from the initial planning phase to implementation or production. They are required to keep track of all costs related to the development of these new products/programs and decide which areas are worth pursuing. R&D Managers see product/process innovation projects through from beginning to end, ensuring that projects are fully resourced and that deadlines are met. While they may not have hands-on involvement in the research and development activities, they require high level administrative and interpersonal skills to perform their role effectively.

Where do R&D Managers typically work?

R&D Managers can find employment in a range of industries, such as healthcare, technology, business, and pharmaceuticals. The types of products produced by a pharmaceutical company as opposed to a technical company are likely to be quite different, therefore R&D Managers will work in a specialised field according to their interest and expertise.

Is a clinical research role considered suitable against the requirements of R&D Manager?

Employment in a clinical research setting, in a role such as Senior Clinical Research Associate, or Clinical Research Manager or Director, will only be considered suitable if there is clear managerial oversight of people, processes and financial resources. Applicants nominating R&D Manager must submit an organisational chart (see 'Supporting material for assessment').

Supporting material for assessment

Applicants nominating this managerial occupation must submit an organisational chart. An organisational chart should include:

- The company letterhead,
- Your job position,
- The job position of your superiors and subordinates, as well as,
- All positions reporting to your immediate supervisor and to your direct subordinates.

If you are unable to obtain an organisational chart from your employer, please provide a statutory declaration outlining the required information and the reasons why this information cannot be provided.