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INTRODUCTION

The following are guidelines for the employment and performance review criteria for AGE Teaching Staff in the Bachelor of Music Degree. The guidelines include examples of Industry Standard and/or “Common” Qualifications for each Level (A - E for Teaching and Scholarship) as per the *Higher Education Industry - Academic Staff Award 2020*, as well as Equivalent Experience examples. Equivalent Experience is particularly pertinent for Creative Arts and Music staff where Academic Qualification is only one (and a minor one) of many routes to a professional career.

LEVEL A - Teaching and Scholarship

Extract from the Higher Education Industry - Academic Staff Award Schedule A - Minimum Standards for Academic Levels (MSAL)

Teaching and Research Staff: A1.1 - Level A

A Level A academic will work with support and guidance from more senior academic staff and is expected to develop their expertise in teaching and research with an increasing degree of autonomy.

A Level A academic will normally have completed 4 years of tertiary study or equivalent qualifications and experience and may be required to hold a relevant higher degree.

A Level A academic will normally contribute to teaching at the institution at a level appropriate to the skills and experience of the staff member, engage in scholarly, research and/or professional activities appropriate to their profession or discipline, and undertake administration primarily relating to their activities at the institution.

The contribution to teaching of Level A academics will be primarily at undergraduate and graduate diploma level.

AGE Comments

For teaching staff in music and/or creative arts industries, **equivalent experience** should be assessed holistically. This includes not just their practical achievements but also the impact and recognition of their work within the industry.

A person without formal academic qualifications will still be considered for a Level A position if they demonstrate a substantial and recognised professional career that aligns with the academic and pedagogical goals of AGE.

Note: The minimum standard where only a qualification is held, is **only** four years of study with no professional experience and no teaching experience or qualification required. AGE’s maintains this is insufficient for a teaching position, except possibly a junior tutor position with substantial supervision.

Example “Common” Qualifications - LEVEL A

Bachelor’s Degree with Honours (4 years of tertiary study).

Master’s Degree in the relevant field (e.g., Music Performance, Music Production, Creative Arts).

Graduate Diploma in a specialised area (e.g., Music Education, Composition, Sound Design).

Examples of Equivalent Experience - LEVEL A

Musicians/Composers

1. Performance/Composition Experience:

- A professional track record of live performances at recognised venues or events (e.g., orchestras, bands, solo performances, festivals).

- Engagements with notable/recognisable ensembles or as session musicians for reputable studios.

2. Recordings and Releases:

- Albums, singles, or other music releases with recognised labels or self-released works that have garnered professional attention and/or the submission of a portfolio for assessment.
- Contributions to film, television, or commercial soundtracks.

3. Awards and Recognitions:

- Local Industry awards, scholarships, arts funding for projects.

Music Producers

1. Production Portfolio:

- Experience producing, engineering, or mixing tracks for commercially released works and/or submission of a portfolio for assessment.
- Collaborations with recognisable artists or labels.
- Experience in producing film, television, or multimedia soundtracks.

2. Studio Experience:

- Working in a professional recording studio.
- Work as a producer or audio engineer for recognised projects and/or funded projects.

3. Technological Expertise:

- Advanced skills in digital audio workstations (DAWs) such as Pro Tools, Logic Pro, or Ableton Live, used in professional projects.

Creative Arts Practitioners

1. Creative Output:

- Public exhibitions or performances of original works, such as installations, multimedia compositions, or theatre productions.
- Published works or creative projects that have received critical notice or professional reviews.

2. Industry Engagement:

- Participation in significant creative arts projects or collaborations with established institutions.
- Roles in artistic direction or project management in creative industries.

Teaching and Mentorship

1. Relevant Teaching Experience:

- Delivery of workshops, masterclasses, or private tuition in music or creative arts.
- Mentoring emerging artists or students in the creative sector.

2. Curriculum Development:

- Contributions to the design or implementation of educational programs in music or the arts, particularly in professional training contexts.

LEVEL B - Teaching and Scholarship

Extract from the Higher Education Industry - Academic Staff Award Schedule A - Minimum Standards for Academic Levels (MSAL)

Teaching and Research Staff: A1.2 - Level B

A Level B academic will undertake independent teaching and research in their discipline or related area.

In research and/or scholarship and/or teaching a Level B academic will make an independent contribution through professional practice and expertise and coordinate and/or lead the activities of other staff, as appropriate to the discipline.

A Level B academic will normally contribute to teaching at undergraduate, honours and postgraduate level, engage in independent scholarship and/or research and/or professional activities appropriate to their profession or discipline.

They will normally undertake administration primarily relating to their activities at the institution and may be required to perform the full academic responsibilities of and related administration for the coordination of an award program of the institution.

AGE Comments

A Level B academic in music or the creative arts should bring professional expertise and exhibit leadership potential. Equivalent experience in the form of sustained industry recognition, leadership roles, and a proven ability to contribute to the advancement of their field is as valuable as formal qualifications.

At Level B, there should be a demonstration of not only significant professional achievements but also a capacity for independent contributions and potential leadership within their field. These could include:

- Leading research or creative projects.
- Contributing to institutional governance or within professional organisations.
- Playing a developmental role in shaping the direction of academic programs or industry initiatives.

Example “Common” Qualifications - LEVEL B

Master’s Degree in the relevant field (e.g., Music Performance, Music Production, Creative Arts).

PhD in a relevant discipline (preferred, but not required if equivalent experience is sufficient).

Graduate Diploma combined with professional experience in a specialised area of practice.

Examples of Equivalent Experience - LEVEL B

Musicians/Composers

1. Professional Performance Experience:

- Established performance history with local, state and possibly national recognition.
- Instrumentalist/Vocalist/Composer working with established ensembles within their genre.
- Regular performances as a professional musician.

2. Recording and Distribution:

- A portfolio of professional recordings (albums, singles) or critically reviewed works.
- Contributions as a working musician to film scores, television soundtracks, or multimedia projects.

3. Awards and Distinctions:

- Receipt of industry recognition such as awards (e.g., ARIA, APRA AMCOS), media articles about their creative practice, works etc or creative funding from local councils, philanthropy, higher education institutes, scholarships.
- Fellowships or residencies with established institutions.

4. Leadership in Performance or Artistic Direction:

- Leading roles in curating or directing festivals, music series, or collaborative performances.

Producers and Music Producers

1. Production Leadership:

- Independent and/or professional producer for productions, ensembles, concert series, festival works.
- Music producer or sound engineer for albums, film scores, or multimedia productions.
- Collaboration with known artists and labels on successful projects.

2. Expert knowledge of Production Techniques:

- Substantial and diverse knowledge of multiple sound production techniques, technologies and tools that span multiple aspects of the industry.
- Emerging sector knowledge of the mechanisms and expectations of creative production, funding and gatekeeping at a local and national level.

3. Management, Studio Management and Mentorship:

- Experience in leading a professional project in a production company and/or studio and/or mentoring emerging producers or sound engineers.

Creative Arts Practitioners

1. Original Creative Work:

- Public exhibitions, productions, or performances with local recognition or industry recognition.
- Development of interdisciplinary or multimedia projects.

2. Critical Recognition:

- Reviews or recognition by professional arts organisations.

3. Emerging Leadership in Artistic Projects:

- Directing or managing small to medium scale creative projects with local or national recognition.

Teaching and Curriculum Development

1. Teaching Experience:

- Capability to independently teach and contribute to the development of curriculum at undergraduate levels.

2. Program Coordination:

- Coordination of programs, demonstrating potential to lead in unit coordination and delivery.



Scholarly Contributions

1. Creative Practice as Scholarship:

- Recognition of creative works as contributions to knowledge in the field.

2. Publications and Presentations:

- Peer-reviewed articles, book chapters, or presentations at conferences, exhibitions or performing arts markets/fairs.

3. Pedagogical Contributions:

- Expansion or co-development of teaching methodologies or creative practice approaches recognised within the discipline.

Level C - Teaching and Scholarship

Extract from the Higher Education Industry - Academic Staff Award Schedule A - Minimum Standards for Academic Levels (MSAL)

Teaching and Research Staff: A1.3 - Level C

A Level C academic will make a significant contribution to the discipline at the national level.

In research and/or scholarship and/or teaching they will make original contributions, which expand knowledge or practice in their discipline.

A Level C academic will normally make a significant contribution to research and/or scholarship and/or teaching and administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level.

They will normally play a major role or provide a significant degree of leadership in scholarly, research and/or professional activities relevant to the profession, discipline and/or community and may be required to perform the full academic responsibilities of and related administration for the coordination of a large award program or a number of smaller award programs of the institution.

AGE Comments

At Level C, AGE candidates are expected to demonstrate original or significant contributions within their field and take on leadership roles. This includes:

- Playing a substantial role in advancing scholarship or creative practice.
- Contributing to governance and planning within the Institute or professional community.
- Leading projects or initiatives at a National Level.

A Level C, a candidate should exhibit a combination of national contributions to their discipline, independent leadership, and a track record of mentoring, teaching, and scholarly engagement.

Equivalent professional experience may include a history of recognised creative works, leadership, state-wide / national recognition of their creative practice or awards.

Example “Common” Qualifications - LEVEL C

PhD in a relevant discipline (e.g., Music, Musicology, Sound Production, Creative Arts).

Master’s Degree with extensive professional practice and leadership experience.

Honours Degree or **Graduate Diploma** with national recognition and professional contributions, especially in



creative disciplines where formal qualifications may be secondary to practical achievements.

Examples of Equivalent Experience - LEVEL C

Musicians/Composers

1. Recognised Performance Career:

- Established career as a performer with regular appearances in venues, festivals or genre-specific events.
- Leadership positions such as principal, section leader or the equivalent in genre-specific ensembles or solo creative practice.

2. Recording and Publications:

- Established portfolio of recorded works with national or international acclaim.
- Contributions to industry funded and/or industry distributed and/or self-released and distributed works that have received significant views and/or downloads and/or critically reviewed recordings.

3. Awards and Recognition:

- State-wide or National-level recognition, awards(including awards of public and/or philanthropic funding OR significant crowdfunding/public backing) or honours recognising artistic excellence.

4. Artistic Leadership:

- Visioning, directing or curating professional recording projects or playing a substantive role in national-level collaborative or interdisciplinary recording projects.

Producers and Music Producers

1. Leadership in Productions:

- Producing and/or managing projects for professional artists, films, or industry events.
- Innovation through the development or facilitation of creating new works or material.
- Innovative use of production techniques that have impacted the industry when creating, staging and/or recording new works or envisaged work.

2. Awards and Distinctions:

- Receiving state-wide, national, philanthropic funding, significant crowd-funding and/or public support for creating, staging or producing works.
- Receiving state-wide, national, philanthropic and or significant public recognition or awards for vision, creation, production excellence or innovation.

3. Professional Leadership:

- Leadership roles in professional bodies or industry organisations related to creative arts producing or music production.

Creative Arts Practitioners

1. Impact of Creative Work:

- Exhibitions, performances, or productions of state-wide or national work.
- Interdisciplinary projects that receive industry or public recognition.

2. Critical and Peer Recognition:



- Reviews or coverage in national media and/or arts publications.
- Presentations of work or innovations in creative arts at statewide, national or international events.

Teaching and Leadership in Academic Contexts

1. Leadership in Teaching and Curriculum Development:

- Developing and/or leading curricula development for short courses, diplomas, units, subjects or courses for industry or pertaining to purely academic pursuits.
- Co-supervising graduate and/or postgraduate students, including research masters and doctoral candidates as an industry expert practitioner.

2. Coordination of Programs:

- Leading industry or community programs or disciplines, with responsibility for ensuring their strategic alignment and quality with those of key stakeholders/funders/investors.

3. Mentorship and Development of Junior Staff:

- Providing leadership in the professional development of more junior industry practitioners.

Research and Scholarly Contributions

1. Creative Practice Scholarship:

- Recognition of creative works as research outputs, with documentation of processes and critical reflection.

2. Publications and Presentations:

- Peer-reviewed articles, book chapters, or equivalent outputs disseminating findings from creative or academic research.

3. Nationally Recognised Research Contributions:

- Research projects funded by competitive grants or commissioned..

Level D - Teaching and Scholarship

Extract from the Higher Education Industry - Academic Staff Award

Schedule A - Minimum Standards for Academic Levels (MSAL)

Teaching and Research Staff: A1.4 - Level D

A Level D academic will normally make an outstanding contribution to the research and/or scholarship and/or teaching and administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area.

A Level D academic will make an outstanding contribution to the governance and collegial life inside and outside of the institution and will have attained recognition at a national or international level in their discipline.

They will make original and innovative contributions to the advancement of scholarship, research and teaching in their discipline.

AGE Comments

For Level D AGE requirements reflect an outstanding contribution to the discipline, with national and in some instances, international recognition. Level D academic staff should demonstrate leadership in scholarship, teaching, and professional practice, shaping the discipline and influencing the broader academic and creative community.

A Level D academic is expected to:

- **Provide Outstanding Leadership:** Be a thought leader, driving innovation and excellence.
- **Achieve National Recognition:** Their work should have an impact within Australia or the countries/spheres in which they have previously lived and worked.
- **Contribute to Governance and Policy:** Lead in matters of institutional and disciplinary governance, shaping future directions of the Institute..
- **Mentor and Develop Others:** Influence the next generation of AGE academics and students and the broader community of disciplinary professionals.

For Level D, equivalent professional experience should demonstrate outstanding contributions and recognised leadership at a national level. This can be through sustained artistic excellence, valuable thought-leading scholarship or professional leadership. These professional contributions assist to shape the discipline, provide strategic guidance, and foster innovation, aligning with the standards of senior academic leadership.

Example “Common” Qualifications - LEVEL D

PhD in a relevant discipline (e.g., Music, Musicology, Sound Production, Creative Arts), with a substantial record of postdoctoral contributions.

Master’s Degree combined with extensive leadership and professional practice, particularly in fields where practice-based contributions are more valued.

Equivalency to PhD: Recognised as an expert in the field through significant and sustained professional achievements, contributions, and leadership roles.

Examples of Equivalent Experience - LEVEL D

Musicians/Composers

1. National Performance/Composition Career:

- Nationally recognised performer/composer with significant engagements at leading venues, festivals, or institutions.
- Regular solo or leadership roles in nationally recognisable ensembles or genre specific events.

2. Creative Excellence and Innovation:

- Development of innovative performance techniques or artistic interpretations that influence the discipline.
- Recognised leadership in commissioning, being commissioned or premiering new works that expand the repertoire.

3. Awards and Honours:

- Receipt of national awards for artistic excellence including national funding for creative practice from government, philanthropy and public funding.

Producers and Music Producers

1. Leadership in Significant Productions:

- Producing notable recordings, films, or live performances with national or international acclaim.
- Innovating production techniques adopted broadly across the industry.

2. Industry Influence:

- Influencing industry standards or practices through leadership roles or wide-reaching projects.

3. Awards and Distinctions:

- Receiving notable industry awards or finalist placement for outstanding creative practice or contributions.

Creative Arts Practitioners

1. Significant Creative Output:

- Leading significant projects that are nationally recognised for their innovation and impact.
- Sustained contributions to interdisciplinary projects that push creative boundaries.

2. Exhibitions and Performances:

- Works displayed or performed in established venues, museums, or festivals or at genre-specific spaces or events.

3. Recognition by Peers:

- Significant citations, interviews or mentions in national media, critical reviews, academic studies, and industry discussions.

Academic Leadership

1. Teaching and Curriculum Leadership:

- Designing and leading innovative programs, particularly at professional, graduate or postgraduate levels.
- Co-Supervising masters and PhD candidates as an industry expert and providing leadership in scholarship.

2. Program and Discipline Coordination:

- Overseeing large programs or leading multiple projects in a professional or academic setting -, ensuring alignment with institutional goals and regulatory standards.

3. Mentorship:

- Providing mentorship to junior academics and professional staff, fostering career development.

Institutional and Sector Leadership

1. Strategic Governance:

- Leading institutional governance, contributing significantly to policy development and strategic planning.

2. Professional Service:

- Holding key leadership roles in professional associations, advisory boards, or councils.

3. Shaping the Discipline:

- Shaping scholarship at a national level and contributing to the evolution of the discipline.

Scholarly Contributions

1. Creative Practice Scholarship:

- Outputs recognised as significant scholarly contributions in the discipline.



2. High-Impact Works:

- Creating, Producing or Publishing notable works - for research this may include widely cited works, including books, peer-reviewed articles, and major reports.

3. Scholarly Leadership:

- Leading significant projects funded by competitive, national or international grants, philanthropic contributions and/or public funding.
- Developing new theoretical or practical frameworks that have a meaningful impact in the field.

LEVEL E - Teaching and Scholarship

Extract from the Higher Education Industry - Academic Staff Award Schedule A - Minimum Standards for Academic Levels (MSAL)

Teaching and Research Staff: A1.4 - Level D

A Level D academic will normally make an outstanding contribution to the research and/or scholarship and/or teaching and administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area.

A Level D academic will make an outstanding contribution to the governance and collegial life inside and outside of the institution and will have attained recognition at a national or international level in their discipline.

They will make original and innovative contributions to the advancement of scholarship, research and teaching in their discipline.

AGE Comments

For **Level E** AGE requirements reflect a person with significant leadership experience that has produced excellence in scholarship at a national and international level. They are recognised as authorities in their field, with national and international professional experience.

A Level E academic is expected to:

- **Provide Eminent Leadership:** Lead the discipline and institution with distinction, influencing policy and practice at the highest level.
- **Achieve International Recognition:** Their work must have an impact both nationally and globally.
- **Foster Excellence:** Drive innovation and excellence in teaching, scholarship, and professional practice.
- **Mentor and Develop Senior Leaders:** Guide and develop the next generation of academic and professional leaders.
- **Shape Public and Sector Policy:** Influence the creative and academic sectors through leadership roles in professional and public institutions.

For Level E, equivalent professional experience involves sustained contributions to the field, with a global impact on practice, scholarship, and policy. These professionals are leaders in their discipline, shaping its future and providing strategic guidance within academic and creative communities.

Example “Common” Qualifications - LEVEL E

PhD in a relevant discipline (e.g., Music, Musicology, Creative Arts) with extensive postdoctoral achievements.

Master’s Degree or Equivalent Qualification: Exceptional professional experience and contributions that are recognised as equivalent to a doctoral qualification, particularly in practice-based fields.

Examples of Equivalent Experience - LEVEL E

Musicians/Composers

1. World-Class Performance/Composer Career:

- International career as a performer/composer, with sustained genre-specific engagements.
- Leadership roles in notable genre-specific ensembles, productions or similar.

2. Artistic Innovation and Influence:

- Creation or interpretation of works that define or redefine standards in the field, recognised by peers and audiences.
- Influencing the repertoire through commissions, premieres, or curatorial leadership.

3. Awards and Honours:

- Recipient or finalist for industry honours.
- Honorary Fellowships
- Membership of National/International Invite-Only organisations in recognition of national/international contributions.

Producers and Music Producers

1. International Leadership in Production:

- Creating, producing, commissioning, re-staging seminal works for the industry.
- Employing and Innovating techniques and methodologies that impact audiences and creative practice.
- Facilitating or producing work for new audiences - expanding or introducing genre-specific creative practice within a new geographical location or audience demographic.
- Facilitating or producing work for internationally recognised performers or composers.

2. Global Industry Recognition:

- International recognition as a chair, speaker or panellist at international industry conferences, or industry specific events.
- Media appearances and interviews for international publications and/or broadcasters.
- Leadership roles in transformative projects or companies shaping or influencing the industry.
- Leadership roles in projects or companies that receive national funding to represent the country on the national and international stage.
- Membership of National/International Invite-Only organisations in recognition of national/international contributions.

Creative Arts Practitioners

1. Significant and Sustained Creative Output:

- Leading significant international projects, installations, or productions.
- Creation, commissioning or facilitation of new work exhibited, performed or recorded for label distribution in the international arena.

2. Sector Leadership:

- Influencing the global creative arts landscape through interdisciplinary collaborations and



innovations.

3. Recognition and Influence:

- Featured in critical studies, widely cited, and recognised by international peers.
- Membership of National/International Invite-Only organisations in recognition of national/international contributions.

Academic Leadership

1. Program and Curriculum Innovation:

- Designing and leading innovative programs at all levels
- Developing significant “new” subjects, introducing significant “new” pedagogical approaches or expanding and redeveloping existing courses within an institution.

2. Mentorship and Supervision:

- Mentoring senior academics and professional staff, fostering their development into leaders.
- Supervising postgraduate candidates to successful completion OR Co-supervising postgraduate candidates to successful completion as an industry expert.
- Governance and Institutional Leadership:
- Holding senior governance roles, shaping the strategic direction of the institution.

Institutional and Sector Leadership

1. Strategic Leadership:

- Contributing to the institution’s strategic vision and policy development at the highest level.
- Leading major institutional initiatives and reforms.

2. Professional Service and Sector Impact:

- Serving on national or international professional bodies or advisory boards.
- Influencing policy or standards through roles, advocacy and or lobbying of government or industry bodies.

3. Shaping the Discipline:

- Setting global research and teaching agendas, that will influence the future direction of the discipline.

Scholarly Contributions

1. High-Impact Scholarship:

- Performing, Composing, Producing works that are considered seminal or notable in the field as seminal or advancing creative practice through innovation.
- Leading funded projects with national and international significance.

2. Creative Practice Research:

- Producing creative works that are acknowledged as significant scholarly outputs that are widely disseminated within the genre.

3. Editorial and Peer Review Leadership:

- Serving as editor for notable journals or leading major academic presses.

