

SALARY BANDS	DESCRIPTORS	STREAMS			
		Allied Health	Early-Childhood (Support Staff and Teachers)	Corporate Support Services	Academic/Research Specialists
Band 1	Qualifications and Experience	<ul style="list-style-type: none"> No formal qualifications or specific work experience required; or Certificates I, II or III with work related experience; or Equivalent combination of experience and training. 	<ul style="list-style-type: none"> Certificate III in Children's Services or an equivalent qualification approved by ACECQA; or Working towards an AQF Certificate III in Children's Services or equivalent qualification approved by ACECQA. 	<ul style="list-style-type: none"> Certificates I, II or III with work related experience; or An appropriate diploma in a relevant field with no prior experience; or Equivalent combination of experience and training. 	
	Leadership Level				
	Descriptor	<p>A position at this Band may include some of the following inputs or those of a similar value</p> <ul style="list-style-type: none"> Undertakes supportive administrative tasks and prioritises work within established policies, guidelines and procedures. Straightforward tasks with a medium level of accountability or discretion requiring limited supervision; May occasionally perform more complex tasks with direction and guidance. Provide general information and assistance based on a broad knowledge of the organisation. 	<p>A position at this Band may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> Undertakes tasks within established policies, guidelines and procedures. Exercise judgment on work methods and task sequence within specified timelines and standard practices and procedures. Assist in the implementation of the daily routine completing tasks and activities without constant direction. Undertake written observations of children as required, and provide these notes to the Early Childhood Teacher. With experience, may be required to use observations, individual children's profiles/records and following consultation with the teacher, plan designated activities for specific areas of the program. Assist in the preparation, implementation and evaluation of developmentally appropriate programs for individual children or groups. Work with children individually or in groups as directed by the teacher. Under direction, liaise with parents around issues concerning their individual children and general matters, as required. May be required to assist in the direction of untrained staff members. 	<p>A position at this Band may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> Undertakes a range of tasks within established policies, guidelines and procedures and may exercise limited initiate and/or judgment within clearly established procedures and/or guidelines. May have allocated responsibility for a specific function and/or may contribute specific knowledge and/or specific skills to relevant work area. Assist senior employees with specific projects and/or tasks. May be required to resolve minor work procedural issues in the relevant work area within established constraints. May be required to provide assistance to untrained staff members on established procedures to meet the objectives of a specific function of the relevant work area. 	
	Position within bandwidth	<ul style="list-style-type: none"> <u>Point 1</u> – is upon entry to the Band for each new appointment in the first two years or for those whose performance requires further development. <u>Point 2</u> – is for a staff member whose performance is appraised as competent after minimum 2 years in Point 1. <u>Point 3</u> is for a staff member assessed as a superior performer or if the person has been promoted to a leadership role involving more than one direct report. Assessment of progression is at absolute discretion of the employer. 			
	Appointment & salary within bandwidth	<p>Subject to the relevant regulatory guidelines, a staff member may be appointed to any position in the classification structure, if NewBrand deems their qualification or experience to be of an equivalent level to the relevant classification.</p> <p>Salary to be nominated within the prescribed range of the bandwidth based on internal equity, inherent requirements of the role and external benchmarks and relevant market drivers.</p>			
	Supervision	<ul style="list-style-type: none"> Has no direct reports Regular supervision except where this level of supervision is not required by the nature of responsibilities; close supervision of more complex tasks. 			

SALARY BANDS	DESCRIPTORS	STREAMS			
		Allied Health	Early-Childhood (Support Staff and Teachers)	Corporate Support Services	Academic/Research Specialists
Band 2					
	Qualifications and Experience	<ul style="list-style-type: none"> Trade certificate or Advanced Certificate or Associated Diploma Equivalent combination of relevant experience and/or education/training 	<ul style="list-style-type: none"> Diploma and/or advanced diploma level qualification with relevant work related experience relevant degree without subsequent relevant work experience Equivalent combination of relevant experience and/or education/training 	<ul style="list-style-type: none"> Diploma and/or advanced diploma level qualification with relevant work related experience Relevant degree without subsequent relevant work experience Equivalent combination of relevant experience and/or education/training 	
	Leadership Level				
	Descriptor	<p>A position at this Band, in addition to the responsibilities in Band 1, may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> Uses technical skills specific to area of expertise in service delivery. Capable of functioning with a high level of autonomy and prioritising work within established policies, guidelines and procedures. Is responsible for work performed with a substantial level of accountability and responsibility. Provide general information and assistance based on a broad knowledge of the organisation. 	<p>A position at this Band, in addition to the responsibilities in Band 1, may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> In collaboration with the teacher, take detailed written observations of children and implement more formal assessment processes. Carry out administrative duties which relate to effective room management and child care responsibilities. Ensure programs are planned, implemented and evaluated for each child and maintenance of accurate records. Application of knowledge with depth in some areas and capable of working within established work practices and adhere to policies and procedures. A range of technical and other skills applicable to the specific work area. May be required to demonstrate creativity and engage in planning and designing functions under the guidance of the teacher. Independent judgment is required in planning and selecting appropriate equipment, service techniques and work organisation. Responsibility, in consultation with the teacher for the preparation, implementation and evaluation of a developmentally appropriate program for individual children or groups of children. May be required to supervise, direct and perform leadership duties. 	<p>A position at this Band, in addition to the responsibilities in Band 1, may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> Uses technical skills specific to area of expertise in service delivery and assumes responsibility for various activities in a specialised area. May be required to perform duties of a specialised nature and provide a range of information services and assistance based on a broad knowledge of the organisation. Capable of functioning with a high level of autonomy and being responsible for work performed with a substantial level of accountability. Exercising initiative in the application of established policies, guidelines and procedures. May be required to assist in a range of functions and/or contribute to interpretation of matters for which there are no clearly established practices and procedures. Provide secretarial and/or administrative support requiring a high degree of judgment, initiative, confidentiality and sensitivity in the performance of work. 	
	Position within bandwidth	<ul style="list-style-type: none"> <u>Point 1</u> – is upon entry to the Band for each new appointment in the first two years or for those whose performance requires further development. <u>Point 2</u> – is for a staff member whose performance is appraised as competent after minimum 2 years in Point 1. <u>Point 3</u> is for a staff member assessed as a superior performer or if the person has been promoted to a leadership role involving more than one direct report. Assessment of progression is at absolute discretion of the employer. 			
Appointment & salary within bandwidth	<p>Subject to the relevant regulatory guidelines, a staff member may be appointed to any position in the classification structure, if NewBrand deems their qualification and experience to be of an equivalent level to the relevant classification.</p> <p>Salary to be nominated within the prescribed range of the bandwidth based on internal equity, inherent requirements of the role and external benchmarks and relevant market drivers.</p>				
Supervision	<ul style="list-style-type: none"> Has no direct reports 				

Without Prejudice – not for broad circulation.

			<ul style="list-style-type: none">• In technical positions, routine supervision, moving to general direction with experience. In other positions, general direction, except where this level of supervision is not required by the nature of the responsibilities being undertaken.• May occasionally be responsible for supervising the work of others, including work allocation, rostering and guidance.
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		Allied Health	Early-Childhood (Support Staff and Teachers)	Corporate Support Services	Academic/Research Specialists
Graduate Band	Qualifications and Experience	<ul style="list-style-type: none"> This Band is applicable only for positions identified by NewBrand as a graduate position. Entry level for university graduates in the first three years of professional work post attaining relevant qualification in the specific field. Need to meet the requirements to practice in accordance with their professional association's rules and must be eligible for membership. 			
	Leadership Level				
	Descriptor	<ul style="list-style-type: none"> Responsible for delivery of programs and services within a specialised profession or area of expertise. Uses technical skills specific to area of expertise in service delivery. 			
	Position within bandwidth	<p>Progression through the three points after completion of 12 months FTE service and is dependent on the satisfactory performance and attainment of capabilities at each point.</p> <p>To progress to 3.1, an Employee must complete 12 months FTE at G1.3 and demonstrate they can work independently and exercise independent judgment; have a commitment to continuing professional development; and be actively involved in quality improvement activities for the organisation.</p>			
	Appointment within bandwidth	<ul style="list-style-type: none"> Three or more years undergraduate qualification entry point position– commence at G1.1. Relevant undergrad + relevant masters qualification, commence at G1.2. Relevant PhD qualification, commence at G1.3. 			
	Supervision	Work under supervision and direction of the manager and/or experienced and senior members of the relevant team. It is expected that as experience is gained, the level of professional judgment increases and direct professional supervision decreases.			
G1.1 - \$66,611					
G1.2 - \$70,642					
G1.3 - \$75,564					

SALARY BANDS		DESCRIPTORS	STREAMS			
			Allied Health	Early-Childhood (Support Staff and Teachers)	Corporate Support Services	Academic/Research Specialists
Band 3	3.1	\$55,098 to \$89,022	<ul style="list-style-type: none"> Graduate with at least 4 years relevant experience; or A relevant degree with subsequent relevant experience; or Equivalent combination of relevant experience and/or education/training. 	<ul style="list-style-type: none"> Graduate with at least 4 years relevant experience; or A relevant degree with subsequent relevant experience; or Equivalent combination of relevant experience and/or education/training. 	<ul style="list-style-type: none"> A relevant degree with subsequent relevant experience; or Equivalent combination of relevant experience and/or education/training. 	<ul style="list-style-type: none"> A four year degree in the relevant discipline with subsequent relevant experience; or Equivalent combination of relevant experience and/or education/training.
	3.2	\$57,853 to \$95,600	Predominately client facing Entry level coordinator/supervisor			
	3.3	\$63,638 to \$104,000	<p>A position at this Band, in addition to the responsibilities in Band 2, may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> Responsible for delivery of programs and services within a specialised profession or area of expertise. Works in an area that requires high levels of specialist knowledge and skill as recognised by NewBrand. May have training, supervisory and/or leadership responsibilities within a service site. Capable of working independently, exercising initiative, discretion and judgment in the performance of duties and on routine matters. Expected to set priorities and monitor work flow in the area of responsibility. Uses technical skills specific to area of expertise in service delivery. Performs tasks/assignments which require proficiency in the work area's rules, regulations, policies, procedures, systems, processes and techniques, and how they interact with other related functions, in order to assist in their adaptation to achieve objectives, and advice, assist and influence others. Apply knowledge including diagnostic skills and assessment of the best approach. <p>In addition to the above listed descriptors, additional requirements for a health professional in this Band include:</p> <ul style="list-style-type: none"> Responsible for providing support for the efficient, cost effective and timely delivery of services. Demonstrate high level of clinical skills, involving complex clinical and professional activities. Demonstrated commitment to continuing professional development and actively involved 	<p>A position at this Band, in addition to the responsibilities in Band 2, may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> Work independently and exercise independent judgment. Delivery of professional services in a specialised area and utilising a broad range of skills and regularly performing non-routine tasks. Significant discretion and judgment is required in planning, designing professional, technical or supervisory functions related to services, operations or processes. Responsible for co-ordinating and directing the activities of employees, including the employees engaged in the implementation and evaluation of developmentally appropriate programs. <p>In addition to the above listed descriptors, additional requirements for an early childhood teacher in this Band include:</p> <ul style="list-style-type: none"> Must demonstrate knowledge of current practice in vision or hearing impairment along with a commitment to continuing professional development of themselves and colleagues. This may involve leading or contributing to professional development activities of their team. Must demonstrate ability to work with a high level of professional skill, involving complex professional issues and are actively contributing to the development of professional knowledge and skill resulting in positive impacts on service delivery. Must contribute to the evaluation and development of guidelines, procedures, and practices, applicable to their professional work and participate in quality improvement activities as required. This will 	<p>A position at this Band, in addition to the responsibilities in Band 2, may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> Undertake a wide range of activities associated with program activity or service delivery; Requires sound knowledge of the specific work area and ability to work independently and exercise independent judgment. Demonstrated ability to perform duties of a specialised nature requiring development of expertise over time or previous knowledge. Contribute knowledge in establishing procedures in the appropriate work-related field and may be required to exercise judgment and contribute critical knowledge and skills where procedures are not clearly defined. Employees may be required to provide specialist expertise or advice in their relevant discipline. Provide administrative support of a complex nature to senior employees. May be allocated responsibility to achieve outcomes aligned to organisational goals and provide specialist multi-disciplinary advice. 	<p>A position at this Band, may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> Conduct research/scholarly activities under limited supervision either independently or as a member of a team. Expected to develop expertise in teaching and research with an increasing degree of autonomy in areas of hearing and vision impairment. May be required to prepare and facilitate, under direction from senior staff, professional learning for internal and external stakeholders. May be required to participate in additional activities that are appropriate to their profession or discipline, including providing expert advice and guidance to internal and external stakeholders.

		<p>in quality improvement activities or research, resulting in positive impacts on service delivery.</p> <ul style="list-style-type: none"> • May be a sole discipline specific experienced health professional practicing in a metropolitan, regional or rural setting. • May be required to actively contribute to workplace education through provision of seminars, lectures or in-services. • Be involved in the development of professional knowledge and skills in their field of work as demonstrated by positive impacts on service delivery, positive referral patterns to area of expertise and quantifiable/measurable improvements in health outcomes. • May be required to contribute to the evaluation and analysis of guidelines, policies and procedures applicable to their clinical/professional work. • May be required to contribute to the supervision of health professional graduates. 	<p>involve contributing positively to the overall development of the team and initiating team activities.</p> <ul style="list-style-type: none"> • At a more senior level, must be able to demonstrate possession of specialist knowledge and ability to deal with complex professional issues. • Responsible for providing support for the efficient, cost effective and timely delivery of services. • Demonstrating innovation in program delivery and actively participating in increasing the overall quality of the program. • Demonstrated ability to role model positive behaviours and share knowledge and skills with others. 		
	<p>Position within bandwidth</p>	<ul style="list-style-type: none"> • <u>Point 1</u> – is upon entry to the Band for each new appointment in the first two years or for those whose performance requires further development. • <u>Point 2</u> – is for a staff member whose performance is appraised as competent after minimum 2 years in Point 1. • <u>Point 3</u> is for a staff member assessed as a superior performer or if the person has been promoted to a leadership role involving more than one direct report. Assessment of progression is at absolute discretion of the employer. 			
	<p>Appointment & salary within bandwidth</p>	<p>Subject to the relevant regulatory guidelines, a staff member may be appointed to any position in the classification structure, if NewBrand deems their qualification and experience to be of an equivalent level to the relevant classification.</p> <p>Salary to be nominated within the prescribed range of the bandwidth based on internal equity, inherent requirements of the role and external benchmarks and relevant market drivers.</p>			
	<p>Supervision</p>	<p>In some positions, general direction is appropriate. In other positions, broad direction would apply. Professional supervision from more senior members of the team may be required when performing novel, complex or critical tasks. May be required to supervise and manage employees</p>			

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		Allied Health	Early-Childhood (Support Staff and Teachers)	Corporate Support Services	Academic/Research Specialists
Band 4 4.1 - \$61,601 to \$106,232 4.2 - \$64,681 to \$108,716 4.3 - \$71,149 to \$115,000	Qualifications and Experience	<ul style="list-style-type: none"> Degree with subsequent relevant experience; or Extensive experience and specialist expertise or broad knowledge in technical or administrative fields; or extensive experience and management expertise in technical or administrative fields; or Equivalent combination of relevant experience and/or education/training. 			<ul style="list-style-type: none"> Tertiary qualification and/or experience recognised by NewBrand as appropriate for the relevant discipline area. May require a doctoral or masters qualification or equivalent accreditation and standing; or Equivalent combination of relevant experience and/or education/training.
	Leadership Level	Identified as a senior position. The number of Band 4 Allied Health Professionals will be determined by the needs of the service and will be set at NewBrand's discretion.	Identified as a senior position. The number of Band 4 Early Childhood Teachers will be determined by the needs of the service and will be set at NewBrand's discretion.	Identified as a senior position. If client facing, extensive specialist expertise and/or management responsibilities.	Identified as a senior position. Recognised as an expert in the relevant discipline.
	Descriptor	<p>A health professional at this Band, in addition to the duties of a Band 3 health professional, is required to demonstrate the following:</p> <ul style="list-style-type: none"> Applying a high level of professional judgment and extensive specialist knowledge when performing a wide range of novel, complex and critical tasks, specific to their discipline. Role modelling positive and effective workplace behaviours as well as act as a mentor to less experienced practitioners and fostering an environment of collaboration and innovation in alignment with organisational values. Required to work in an area that requires high levels of specialist knowledge and skills as recognised by NewBrand. Make specialist contributions to the field of habilitation or assessment of hearing and/or vision impairments. Capacity to allocate resources, set priorities and ensure budgets and capabilities are met within a service area. May be required to develop/implement and deliver strategic business plan which increase the level of care to customers within a budget framework. Management and mentoring responsibilities. Actively contribute to the development and delivering of professional development activities in their field of work as demonstrated by positive impacts on service delivery, positive referral patterns to area of expertise and quantifiable/measurable improvements in health outcomes. Responsibility for the carriage of department projects as assigned by the manager of the specific service area including providing support for the efficient, cost effective and timely delivery of services. 	<p>A position at this Band, in addition to the responsibilities in Band 3, may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> Perform complex, specialised or professional functions. Developing and maintaining policies and practices for the service area. Providing professional leadership and development to employees. Exercising initiative in the application of professional practices demonstrating independent discretion and judgment, which may have effect beyond the work area. <p>An early childhood teacher at this Band, in addition to the duties of a Band 3 early childhood teacher is required to demonstrate the following:</p> <ul style="list-style-type: none"> Have extensive specialist knowledge and experience in dealing with complex professional issues. Actively pursue opportunities to advocate on behalf of children and for the development and delivery of early childhood education by working collaboratively and effectively with appropriate groups in the broader community. Developing and delivering professional development activities. Demonstrate positive impacts to service delivery, be able to role model positive and effective workplace behaviours as well as act as a mentor to less experienced team members. Demonstrated experience in managing and mentoring a team of less experienced staff. 	<p>A position at this Band, in addition to the responsibilities in Band 3, may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> Undertake significant projects and/or functions involving the use of analytical skills. Work under limited direction from senior employees or management and undertake a range of functions for which operational policies, practices and guidelines may need to be developed. Demonstrate initiative to influence the operational activities of the organisation and assist in the establishment of operational procedures which impact upon the organisation. Undertake managerial or specialised functions under a wide range of conditions to achieve results in line with organisation goals. Contribute to the formation of programs and work practices and provide assistance and/or expert advice to other employees. May be required to negotiate on matters of significance within the organisation, with other bodies and/or members of the public. Provide advice on matters of complexity within the work area and/or specialised area. 	<p>A position at this Band, in addition to the responsibilities in Band 3, may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> Undertake independent teaching and research in the specific discipline or related area; Expected to make independent contribution to research, and/or teaching through professional practice and expertise and co-ordinate and/or lead the activities of other staff, as appropriate to the discipline.

Without Prejudice – not for broad circulation.

		<ul style="list-style-type: none"> Monitoring the quality and delivery of departmental programs in accordance with current research and industry standards. May be accountable for allocation and/or expenditure of resources and ensuring targets are met and have responsibility for ensuring optimal budget outcomes for their customers and communities. May be responsible for providing regular feedback and appraisals for senior staff to improve health outcomes for customers 	<ul style="list-style-type: none"> Ability to foster an environment of collaboration and innovation in alignment with organisational values. May be required to conduct new referral visits and communicate recommendations to the departmental manager as required. May be allocated responsibility for the carriage of department projects as assigned by the departmental manager. 		
	Position within bandwidth	<ul style="list-style-type: none"> <u>Point 1</u> – is upon entry to the Band for each new appointment in the first two years or for those whose performance requires further development. <u>Point 2</u> – is for a staff member whose performance is appraised as competent after minimum 2 years in Point 1. <u>Point 3</u> is for a staff member assessed as a superior performer or if the person has been promoted to a leadership role involving more than one direct report. Assessment of progression is at absolute discretion of the employer. 			
	Appointment & salary within bandwidth	<p>Subject to the relevant regulatory guidelines, a staff member may be appointed to any position in the classification structure, if NewBrand deems their qualification and experience to be of an equivalent level to the relevant classification.</p> <p>Salary to be nominated within the prescribed range of the bandwidth based on internal equity, inherent requirements of the role and external benchmarks and relevant market drivers.</p>			
	Supervision	<ul style="list-style-type: none"> May have extensive supervisory and line management responsibility with some direct reports Operate under broad direction with some overall autonomy and decision making. 			

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		Allied Health	Early-Childhood (Support Staff and Teachers)	Corporate Support Services	Academic/Research Specialists
Band 5		<ul style="list-style-type: none"> Postgraduate qualifications or progress towards postgraduate qualifications and extensive relevant experience; or Extensive experience and management expertise; or Equivalent combination of relevant experience and/or education/training. 		<ul style="list-style-type: none"> Advanced tertiary qualifications, which may include a doctoral qualification or equivalent accreditation and standing; and/or Recognised significant experience in the relevant discipline area. 	
	Qualifications and Experience				
	Leadership Level	Significant Expertise / Senior Management Employees appointed to this Band will be determined by the needs of the organisation and will be set at NewBrand's discretion.			
	Descriptor	<p>A position at this Band, in addition to the responsibilities in Band 4, may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> Work likely to require development of new ways of using a specific body of knowledge which applies to work assignments, or may involve the integration of other specific bodies of knowledge. Required to have extensive experience and proven record of achievement at a senior level. Be able to independently apply professional knowledge and judgment when performing novel, complex, or critical tasks specific to their discipline. May have leadership responsibility of complex and multi-disciplinary teams within services. Must have capacity to allocate resources, set priorities and ensure budgets are met within a complex and multi-disciplinary practice and/or service. May have management responsibilities across multiple site services or program areas. Contributes to and develops financial targets and business plans and may be responsible to the executive for providing efficient services and ensuring budget/strategic targets are met. Expected to develop/implement and deliver strategic business plans which increase the level of care to customers within a budget framework. Responsible for supervision of senior staff Capable of ensuring effective Stakeholder Management. Sound knowledge of related programs & services. 	<p>A position at this Band, in addition to the responsibilities in Band 4, may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> Undertake work of significant scope and complexity, that is innovate, novel and/or of a critical nature with limited professional direction. Exercise senior managerial responsibility for various functions within a section or operate in a highly specialised role with significant accountability providing multi-functional specialist advice to various service areas and the organisation. Requires a high level of proficiency in the application of theoretical approaches in the search of optimal solutions to new problems and opportunities which may be outside the original field of specialisation. Demonstrate responsibility for decision making within the constraints of organisational policy and require the employees to provide advice and support to all facets of the organisation. Demonstrated ability to have a significant impact upon policies and programs and provide initiate and have capacity to formulate, implement, monitor and evaluate projects and programs. Contribute to the establishment of programs, procedures and work practices within the organisation and provide assistance to other employees and/or sections Decision-making responsibility and provision of expert advice to other areas of the organisation. May be required to negotiate matters on behalf of the organisation. Work likely to require development of new ways of using a specific body of knowledge which applies to work assignments, or may involve the integration of other specific bodies of knowledge. Contributes to and develops financial targets and business plans Stakeholder management 	<p>A position at this Band, in addition to the responsibilities in Band 4, may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> Provide leadership and foster excellence in research, teaching and policy development and training in the academic discipline of the organisation and within the community, professional, commercial or industry sectors Expected to make original, innovative and distinguished contributions to research in the vision and hearing impairment industry and make significant contribution to the research and academic sector of the organisation. May have responsibility for significant program development and implementation which may have impact on other areas of NewBrand's operations. Ability to achieve broad objectives while operating within complex organisational structures. 	
	Appointment & salary within bandwidth	Subject to the relevant regulatory guidelines, a staff member may be appointed to any position in the classification structure, if NewBrand deems their qualification and experience to be of an equivalent level to the relevant classification. Salary to be nominated within the prescribed range of the bandwidth based on internal equity, inherent requirements of the role and external benchmarks and relevant market drivers.			
Supervision	<ul style="list-style-type: none"> Manages direct reports and service teams Strategic direction, operating with a significant overall degree of autonomy and under broad direction. Will have management responsibility for service/site activities and/or staff Will ordinarily directly report into a member of the Senior Leadership Team 				

\$90,639 to \$140,000

Without Prejudice – not for broad circulation.

SALARY BANDS		DESCRIPTORS	STREAMS
Band 6	\$140,000 and above	Qualifications and Experience	<ul style="list-style-type: none"> • Postgraduate qualifications and extensive relevant experience; and • Extensive senior management experience and proven expertise in the management of significant human and material resources; or • An equivalent combination of relevant experience and/or education/training.
		Leadership Level	Executive
		Descriptor	<p>A position at this Band may include some of the following inputs or those of a similar value:</p> <ul style="list-style-type: none"> • Demonstrated capacity to conceptualise, develop and review major professional, management or administrative policies at the corporate level. • Develops financial targets • Stakeholder Management • Bring a multi-perspective understanding to commercial business development, change implementation devise new ways of adapting strategies to new demands. • Complex, significant and high-level creative planning, program and managerial functions with clear accountability for business performance. • Comprehensive knowledge of related programs, services, business functions and codependences • Manages large scale budgets with organisational reach and impact • Has multiple direct reports, including senior management
		Appointment & salary within bandwidth	<p>Subject to the relevant regulatory guidelines, a staff member may be appointed to any position in the classification structure, if NewBrand deems their qualification and experience to be of an equivalent level to the relevant classification.</p> <p>Salary to be nominated within the prescribed range of the bandwidth based on internal equity, inherent requirements of the role and external benchmarks and relevant market drivers.</p>
		Supervision	<ul style="list-style-type: none"> • Broad direction, operating with a high overall degree of autonomy and responsibility. • Will have ultimate leadership responsibility for diverse activities and/or staff across one or more streams • Employees would report directly to the chief executive.