



DATE:

## HDR SKILLS AUDIT

|   | Student name:   | Cross References     |                          | Rating |      |       |           |            |           | Evidence<br>Please check the types of evidence provided from p9 |
|---|---|----------------------|--------------------------|--------|------|-------|-----------|------------|-----------|---|
|   |   | Relevant SDP Session | Vitae Domain & Subdomain | None   | Some | Basic | Competent | Proficient | Priority? |   |
| <b>Ability/skill/attribute for Vitae Domain A: Knowledge and Intellectual Abilities</b> |   |                      |                          |        |      |       |           |            |           |   |
| 1   | Demonstrated ability to establish research questions of significance  | A01                  | A1                       |        |      |       |           |            |           |   |
| 2   | Understanding of the philosophy behind research design (epistemology, theoretical perspective, etc.)                    | A01                  | A1                       |        |      |       |           |            |           |   |
| 3   | Knowledge of qualitative research methods   | A01                  | A1                       |        |      |       |           |            |           |   |
| 4   | Knowledge of quantitative research methods  | A01                  | A1                       |        |      |       |           |            |           |   |
| 5   | Demonstrated data collection and analysis skills  |                      | A1                       |        |      |       |           |            |           |   |
| 6   | Able to use information technology relevant for the research project (NVivo, SPSS, EndNote, spreadsheets and databases) |                      | A1                       |        |      |       |           |            |           |   |

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|----|--|----------------------------|--------------------------------|--|------|-------|-----------|------------|-----------|---|
|    |  | Relevant<br>SDP<br>Session | Vitae<br>Domain &<br>Subdomain | None   | Some | Basic | Competent | Proficient | Priority? |   |
| 7  | Demonstrated ability to generate appropriate data  |                            | A1                             |  |      |       |           |            |           |   |
| 8  | English literacy   |                            | A1                             |  |      |       |           |            |           |   |
| 9  | Capacity to develop a formal research program  | A03<br>A05<br>C05          | A1<br>(C2)                     |  |      |       |           |            |           |   |
| 10 | Demonstrated ability to identify research methods suitable for the research design and questions | A01                        | A1<br>A2                       |  |      |       |           |            |           |   |
| 11 | Knowledge and understanding of the discipline(s) underpinning the research topic                 | A01                        | A1<br>A2                       |  |      |       |           |            |           |   |
| 12 | Appreciation of, and understanding of the choice of appropriate research methodologies           | A01                        | A1<br>A2<br>A3                 |  |      |       |           |            |           |   |
| 13 | Demonstrated ability to conceptualise and articulate research objectives                         | A01<br>D02                 | A1<br>(D3)                     |  |      |       |           |            |           |   |
| 14 | Demonstrated ability to produce outcomes of publishable quality                                  | A02<br>A04<br>B07          | A1<br>(D3)                     |  |      |       |           |            |           |   |
| 15 | Advanced writing skills  | A02<br>A04<br>B07<br>D08   | A1<br>(D3)                     |  |      |       |           |            |           |   |

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|----|--|----------------------------|--------------------------------|--|------|-------|-----------|------------|-----------|---|
|    |  | Relevant<br>SDP<br>Session | Vitae<br>Domain &<br>Subdomain | None   | Some | Basic | Competent | Proficient | Priority? |   |
| 16 | Ability to summarise key points from written materials effectively (e.g. to support an argument).                              | A02<br>D08                 | A1<br>A2                       |  |      |       |           |            |           |   |
| 17 | Adequate and accurate acknowledgement of the work of others  | A06                        | A1<br>(D1)                     |  |      |       |           |            |           |   |
| 18 | Ability to critically analyse relevant literature  | A02                        | A2                             |  |      |       |           |            |           |   |
| 19 | The ability to think clearly and critically  | A02<br>A05                 | A2                             |  |      |       |           |            |           |   |
| 20 | Problem solving abilities  |                            | A2                             |  |      |       |           |            |           |   |
| 21 | Demonstrated ability to draw upon one's own research and the research of others in order to solve problems and inform practice |                            | A2                             |  |      |       |           |            |           |   |
| 22 | Able to make decisions about the reliability and relevance of a source of information.   | A02                        | A2<br>A3                       |  |      |       |           |            |           |   |
| 23 | Demonstrated ability to find appropriate information to conduct research   | A02                        | A2<br>A3                       |  |      |       |           |            |           |   |
| 24 | Ability to analyse data and draw conclusions   |                            | A2<br>A3                       |  |      |       |           |            |           |   |
| 25 | Ability to manipulate data to support arguments  |                            | A2<br>A3                       |  |      |       |           |            |           |   |

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|---|---|----------------------------|--------------------------------|--|------|-------|-----------|------------|-----------|---|
|   |   | Relevant<br>SDP<br>Session | Vitae<br>Domain &<br>Subdomain | None   | Some | Basic | Competent | Proficient | Priority? |   |
| 26  | Demonstrated ability to synthesise and apply findings or new knowledge                              |                            | A2<br>A3                       |  |      |       |           |            |           |   |
| 27  | Creativity  | B07<br>D07                 | A3                             |  |      |       |           |            |           |   |
| <b>Ability/skill/attribute for Vitae Domain B: Personal Effectiveness</b> |   |                            |                                |  |      |       |           |            |           |   |
| 28  | Demonstrated readiness to promote a spirit of enquiry among professional colleagues and communities | D02                        | B1                             |  |      |       |           |            |           |   |
| 29  | Emotional intelligence  | B03<br>D01<br>D04          | B1<br>(D1)                     |  |      |       |           |            |           |   |
| 30  | Ability to self reflect   | B03<br>D01<br>D04          | B1<br>(D1)                     |  |      |       |           |            |           |   |
| 31  | Capacity to work independently  | B03                        | B1<br>B2                       |  |      |       |           |            |           |   |
| 32  | Ability to manage time  | B02<br>B03<br>B07          | B2                             |  |      |       |           |            |           |   |
| 33  | Ability to plan ahead   | B02<br>B03<br>B07          | B2                             |  |      |       |           |            |           |   |

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|    |   | Relevant<br>SDP<br>Session | Vitae<br>Domain &<br>Subdomain | None   | Some | Basic | Competent | Proficient | Priority? |   |
| 34 | Project management capacities   | A03<br>C05<br>B03<br>B05   | B2<br>(C2)                     |  |      |       |           |            |           |   |
| 35 | Knowledge and understanding of post-doctoral opportunities in research  | B09<br>B10                 | B3                             |  |      |       |           |            |           |   |
| 36 | Knowledge and understanding of opportunities in industry  | B09<br>B10                 | B3                             |  |      |       |           |            |           |   |
| 37 | Ability to write applications suitable for research and/or industry positions which match the needs of the position | B09<br>B10                 | B3                             |  |      |       |           |            |           |   |
| 38 | Understanding of how to make the transition to a professional researcher  | B09<br>B10                 | B3                             |  |      |       |           |            |           |   |
| 39 | Ability to identify alternative career paths  | B09<br>B10                 | B3                             |  |      |       |           |            |           |   |

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|    |   | Relevant<br>SDP<br>Session | Vitae<br>Domain &<br>Subdomain | None   | Some | Basic | Competent | Proficient | Priority? |   |
|    |   |                            |                                |  |      |       |           |            |           |   |
|    | <b>Ability/skill/attribute for Vitae Domain C: Research governance and organisation</b> |                            |                                |  |      |       |           |            |           |   |
| 40 | Knowledge of occupational health and safety practices                                   | C01                        | C1                             |  |      |       |           |            |           |   |
| 41 | Awareness of, adherence to, and respect for, ethical approval processes                 | C01<br>A01<br>C03          | C1                             |  |      |       |           |            |           |   |
| 42 | Ability to write credible applications for research grants/ competitive tenders         | C06                        | C3                             |  |      |       |           |            |           |   |
|    |   |                            |                                |  |      |       |           |            |           |   |

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|  |  | Relevant<br>SDP<br>Session | Vitae<br>Domain &<br>Subdomain | None   | Some | Basic | Competent | Proficient | Priority? |   |
|  |  |                            |                                |  |      |       |           |            |           |   |
| <b>Ability/skill/attribute for Vitae Domain D: Engagement influence and impact</b> |  |                            |                                |  |      |       |           |            |           |   |
| 43   | Ability to listen to, and critically evaluate, the advice / views / criticisms of others | D01<br>D04                 | D1                             |  |      |       |           |            |           |   |
| 44   | Ability to seek advice and support from a range of people                                | D01<br>D04                 | D1                             |  |      |       |           |            |           |   |
| 45   | Demonstrated ability to work as part of a team   | D01<br>D04                 | D1                             |  |      |       |           |            |           |   |
| 46   | Possession of supervisory/teaching skills  | D01<br>D02                 | D1<br>D3                       |  |      |       |           |            |           |   |
| 47   | Networking skills  | D04<br>D06<br>D07          | D1<br>D2<br>D3                 |  |      |       |           |            |           |   |

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|    |  | Relevant<br>SDP<br>Session    | Vitae<br>Domain &<br>Subdomain | None   | Some | Basic | Competent | Proficient | Priority? |   |
| 48 | Demonstrated ability to articulate research outcomes orally in small group settings                                | D02<br>D04<br>D07             | D1<br>D2<br>D3                 |  |      |       |           |            |           |   |
| 49 | Ability to present research findings to large groups   | D02<br>D04                    | D1<br>D2<br>D3                 |  |      |       |           |            |           |   |
| 50 | Ability to present data in different ways to support arguments.  | D02<br>D03                    | D2                             |  |      |       |           |            |           |   |
| 51 | Public speaking  | A03<br>D02                    | D2                             |  |      |       |           |            |           |   |
| 52 | Ability to participate in meetings in a respectful manner appropriate to the meeting requirements                  | D02<br>D04                    | D2                             |  |      |       |           |            |           |   |
| 53 | Ability to produce Visual materials for use in meetings, presentations, and to support arguments (PP, Posters etc) | D02 D06<br>D03 D07            | D2<br>D3                       |  |      |       |           |            |           |   |
| 54 | Demonstrated ability to engage with the community  | A05 D04<br>C06 D05<br>D02 D07 | D3                             |  |      |       |           |            |           |   |
| 55 | Demonstrated ability to present written results clearly and logically  | B04 D03<br>D02 D06            | D3                             |  |      |       |           |            |           |   |
| 56 | Demonstrated capacity to develop coherent and well-structured written arguments                                    | B04 D03<br>D02 D06            | D3                             |  |      |       |           |            |           |   |

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|    |  |                            |                                | Please use the rating scales from p9 |      |       |           |            |           |   |
|    |  | Relevant<br>SDP<br>Session | Vitae<br>Domain &<br>Subdomain | None                                 | Some | Basic | Competent | Proficient | Priority? |   |
| 57 | Ability to take questions and form responses in a professional manner; may include research outcomes being challenged. | D02<br>D04                 | D07<br>A03<br>A05<br>(A2)      |                                      |      |       |           |            |           |   |
| 58 | Demonstrated ability to communicate knowledge and the process used to generate it to lay audiences                     | D02<br>D04                 | D07<br>A03<br>A05<br>(A2)      |                                      |      |       |           |            |           |   |

Candidate: Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

Member of the supervisory panel: Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

### Examples of Evidence

Please note the following table contains examples only. There may be many other ways that you might demonstrate a level of mastery of a particular ability/skill. Note also that you might combine a number of pieces of evidence from the lower levels of to achieve a higher rating.

| Ability/skill/attribute | Evidence |
|-------------------------|----------|
|-------------------------|----------|

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|   |  |  |
|---|--|--|
| 1 | Demonstrated ability to establish research questions of significance                                 | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Successfully completed undergraduate research methods class/unit</li> <li>• Self-directed research on the topic</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Research Honours Degree and/or Masters</li> <li>• Passed Confirmation of Candidature</li> <li>• Successfully completed a research methods course relevant to your discipline</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Published a research manuscript, book or report</li> <li>• Completed Thesis/Exegesis</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Published multiple peer reviewed research manuscripts, books or reports with a least one peer reviewed journal article published in a high ranked journal.</li> </ul>                       |
| 2 | Understanding of the philosophy behind research design (epistemology, theoretical perspective, etc.) | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Successfully completed a research methods course that is relevant to your discipline</li> <li>• Self-directed research on the topic</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Participate actively in relevant FedUni HDT Skills Development Program sessions</li> <li>• Passed Confirmation of Candidature (including research design in the CoC document)</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Attend relevant FedUni HDR Skills Development Program sessions</li> <li>• Inclusion of Research Design in HDR thesis document</li> <li>• Teaching about Research Design</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Producing a peer reviewed paper or publication involving Research Design</li> </ul> |
| 3 | Knowledge of qualitative research methods  | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Self-directed research on the topic</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Successfully completed a research methods course relevant to your discipline which includes qualitative analyses</li> </ul>  |

|   |  |   |
|---|--|---|
|   |  | <ul style="list-style-type: none"> <li>• Successfully completed an undergraduate or other research methods course/unit that covered qualitative research methods</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Demonstrated experience in using qualitative research methods (e.g. published paper, book or report)</li> <li>• History of industry or organisational research using qualitative research methods</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Multiple published peer reviewed research manuscripts, books or reports using qualitative research methods (preferably peer reviewed)</li> </ul>  |
| 4 | Knowledge of quantitative research methods       | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Self-directed research on quantitative research methods</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Successfully completed a research methods course relevant to your discipline which includes quantitative analyses</li> <li>• Successfully completed an undergraduate or other research methods course/unit that covered quantitative research methods</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Demonstrated experience in using quantitative research methods (e.g. published paper, book or report)</li> <li>• Successful submission of Research Masters or Honours thesis including quantitative research methods</li> <li>• History of industry or organisational research using qualitative research methods</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Published multiple peer reviewed research manuscripts, books or reports using qualitative research methods (preferably peer reviewed)</li> </ul> |
| 5 | Demonstrated data collection and analysis skills | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Successfully completed Undergraduate Degree</li> <li>• Successful completion of a relevant research methods course or unit</li> <li>• Self-directed research on the topic</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Research Honours Degree and/or Masters</li> </ul>   |

|   |   |   |
|---|---|---|
|   |   | <ul style="list-style-type: none"> <li>• Industry/organisational research experience</li> <li>• Attend a workshop/seminar/etc. on the topic</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Published a peer reviewed research manuscript, book or report that required data collection and analysis skills</li> <li>• Completed HDR Thesis/exegesis</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Published multiple peer reviewed research manuscripts, books or reports</li> </ul>  |
| 6 | Able to use information technology relevant for the research project (NVivo, SPSS, EndNote, Refworks, spreadsheets and databases) | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Knowledge of the technology required for the project, but no demonstrated ability to use it</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Demonstrated ability to use the technology required for the project</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Completed training for use of technology required for the project (e.g relevant sessions from FedUni's HDR Skills Development Program</li> <li>• Have successfully used the technology required for the current project in a previous research (e.g. Honours or Masters) project or in the workplace</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Have trained others in using the technology required for the project</li> </ul> |
| 7 | Demonstrated ability to generate appropriate data   | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Successfully completed an undergraduate course</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Successfully completed a research methods course relevant to your discipline</li> <li>• Research honours degree</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Attended relevant workshops or FedUni HDR Skills Development Program sessions</li> <li>• Masters by research degree</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Published a number of peer reviewed research manuscripts, books or reports</li> </ul>   |
| 8 | English literacy  | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Successfully completed an undergraduate course with little difficulty regarding English Expression</li> </ul>   |

|    |  |  |
|----|--|--|
|    |  | <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Research Honours Degree with little difficulty regarding English Expression</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Attended relevant workshops or other research methods training (for example, FedUni HDR Skills Development Program sessions)</li> <li>• Masters by research degree</li> <li>• Published a number of peer reviewed research manuscripts, books or reports</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Produced numerous English language scholarly outputs (for example, theses, peer reviewed papers, books, etc.) as the sole or lead author</li> <li>• Teaching English with a recognised qualification</li> </ul>   |
| 9  | Capacity to develop a formal research program  | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Successfully completed an undergraduate course</li> <li>• Self-directed reading on the topic</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Successfully completed research methods course relevant to your discipline</li> <li>• Research Honours Degree and/or Masters</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Participation in workshops or other research methods training (for example, FedUni HDR Skills Development Program sessions)</li> <li>• Passed Confirmation of Candidature</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Published several peer reviewed research manuscripts, books or reports</li> <li>• Recognition as leader in your field (for example, invitations to speak as key note presenter at conferences)</li> <li>• Appointment to a senior or leadership role in research centre or program</li> </ul> |
| 10 | Demonstrated ability to identify research methods suitable for the research design and questions | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Successfully completed undergraduate research methods unit/course</li> <li>• Completed self-directed research on the topic</li> </ul> <p><b>Basic</b></p>  |

|    |  |  |
|----|--|--|
|    |  | <ul style="list-style-type: none"> <li>• Research Honours Degree</li> <li>• Passed Confirmation of Candidature</li> <li>• Successfully completed a research methods course relevant to your discipline</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Participation in relevant FedUni HDR Skills Development Program sessions</li> <li>• Published a research manuscript, book or report</li> <li>• Successful completion of Masters by Research</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Successful completion of PhD Thesis/Exegesis</li> <li>• Published multiple peer reviewed research manuscripts, books or reports with a least one peer reviewed article in a high ranked journal.</li> </ul>                          |
| 11 | Knowledge and understanding of the discipline(s) underpinning the research topic       | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Self-directed research on the topic</li> <li>• Discussions with supervisors</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Undergraduate course/unit in the discipline</li> <li>• Successfully completed a research methods course relevant to your discipline</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Passed Confirmation of Candidature</li> <li>• Masters by Research degree in discipline underpinning the research topic</li> <li>• Teaching or other recognition of competency in the discipline underpinning the research topic</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Completed and passed PhD Thesis/Exegesis</li> </ul> |
| 12 | Appreciation of, and understanding of the choice of appropriate research methodologies | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Self-directed research on the topic</li> <li>• Discussions with supervisors</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Undergraduate course/unit in the discipline</li> <li>• Successfully completed a research methods course relevant to your discipline</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Passed Confirmation of Candidature</li> </ul>  |

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|    |  | <ul style="list-style-type: none"> <li>• Masters by Research degree in discipline underpinning the research topic</li> <li>• Teaching or other recognition of competency in the discipline underpinning the research topic</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Completed and passed PhD Thesis/Exegesis</li> </ul>  |
| 13 | Demonstrated ability to conceptualise and articulate research objectives | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Self-directed research on the topic</li> <li>• Discussions with supervisors</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Undergraduate course/unit in the discipline</li> <li>• Successfully completed a research methods course relevant to your discipline</li> <li>• Passed Confirmation of Candidature</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Masters by Research degree in discipline underpinning the research topic</li> <li>• Teaching or other recognition of competency in the discipline underpinning the research topic</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Completed and passed PhD Thesis/Exegesis</li> </ul> |
| 14 | Demonstrated ability to produce outcomes of publishable quality          | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Hold a undergraduate degree</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Hold a honours degree</li> <li>• Recognition of writing skills (for example, award or certificate)</li> <li>• Co-author of published work</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• PhD degree</li> <li>• Peer reviewed publication as lead author</li> </ul> <p><b>Proficient</b></p> <p>Numerous peer reviewed publication with you as lead author</p>   |
| 15 | Advanced writing skills  | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Hold a undergraduate degree</li> </ul> <p><b>Basic</b></p>   |

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|    |   | <ul style="list-style-type: none"> <li>• Hold a honours degree</li> <li>• Recognition of writing skills (for example, award or certificate)</li> <li>• Co-author of published work</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• PhD degree</li> <li>• Peer reviewed publication as lead author</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Numerous peer reviewed publications as lead author</li> </ul>   |
| 16 | Ability to summarise key points from written materials effectively (e.g. to support an argument). | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Successfully completed an undergraduate course</li> <li>• Completed some form of relevant training</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Successfully completed research Honours Degree</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Published a peer reviewed research manuscript, book or report using appropriate referencing style</li> <li>• Successfully completed a Masters by research</li> </ul> <p><b>Proficient</b></p> <p>Published numerous peer reviewed research manuscripts, books or reports using recognised referencing style</p>  |
| 17 | Adequate and accurate acknowledgement of the work of others                                       | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Successfully completed an undergraduate course</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Successfully completed research Honours Degree</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Completed relevant training (e.g. Endnote training)</li> <li>• Published a peer reviewed research manuscript, book or report using appropriate referencing style</li> <li>• Successfully completed a research Masters</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Published numerous peer reviewed research manuscripts, books or reports using recognised referencing style</li> </ul> |



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| 18 | Ability to critically analyse relevant literature | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Successful undergraduate (including Honours thesis) or other literature review that has been reviewed or marked favourably</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Research Masters degree</li> <li>• Passed Confirmation of Candidature</li> <li>• Participation in relevant FedUni HDR Skills Development Program session</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Published research manuscript, book or report</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Completed and passed PhD Thesis/Exegesis</li> <li>• Published multiple peer reviewed research manuscripts, books or reports</li> </ul> |
| 19 | The ability to think clearly and critically       | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Successfully completed an undergraduate course</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Successfully completed research Honours Degree</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Successfully completed a research Masters degree</li> <li>• Published a peer reviewed article</li> <li>• Successfully completed a PhD</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Published a number of peer reviewed research manuscripts, books or reports</li> </ul>  |
| 20 | Problem solving abilities                         | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Successfully completed an undergraduate course</li> <li>• Completed some form of relevant training</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Successfully completed a research Honours Degree</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Successfully completed a research Masters degree</li> </ul>   |

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|    |  | <ul style="list-style-type: none"> <li>Published some peer reviewed research manuscripts, books or reports that have addressed specific problems or that have clear applications outlined</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>Published numerous peer reviewed research manuscripts, books or reports that have addressed specific problems or that have clear applications outlined</li> <li>Generate new methods/methodologies, patents, processes, etc.</li> </ul>   |
| 21 | Demonstrated ability to draw upon one's own research and the research of others in order to solve problems and inform practice | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>Think about ways that your research and the research of other could be used to assist with or solve problems and/or inform practice</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>Produce recommendations and/or applications from a research project that may assist to solve problems and/or inform practice</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>Produce recommendations or applications for a research publication or conference that then are used to solve problems and/or inform practice</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>Generate substantial research outcomes, so that ideas, practices or interpretations are cited and/or implemented by others</li> </ul> |
| 22 | Able to make decisions about the reliability and relevance of a source of information.   | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>Successfully completed an undergraduate course</li> <li>Successfully completed a research methods course relevant to your discipline</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>Completed training in citation management and/or library use (e.g. relevant FedUni Skills Development Program sessions or Library Endnote sessions)</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>Research Honours and/or Masters</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>Published a number of peer reviewed research manuscripts, books or reports</li> </ul>  |
| 23 | Demonstrated ability to find appropriate information to conduct research   | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>Successfully completed an undergraduate course</li> <li>Successfully completed an online HDR Research Methods course relevant to your discipline</li> </ul>  |

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|    |  | <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>Completed training in database management and/or library use (e.g. relevant Library training sessions)</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>Research Honours and/or Masters</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>Published a number of peer reviewed research manuscripts, books or reports</li> </ul>  |
| 24 | Ability to analyse data and draw conclusions                           | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>Successfully completed an undergraduate course including projects that require data analysis and interpretation</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>Successfully completed a research methods course relevant to your discipline</li> <li>Attended external workshops or other research methods training</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>Research Honours Degree and/or Masters by Research</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>Published a number of data-based peer reviewed research manuscripts, books or reports</li> </ul> |
| 25 | Ability to manipulate data to support arguments                        | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>Successfully completed an undergraduate course including projects that require data management</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>Successfully completed a research methods course relevant to your discipline</li> <li>Attended external workshops or other research methods training</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>Research Honours Degree and/or Masters by Research</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>Published a number of data-based peer reviewed research manuscripts, books or reports</li> </ul>                  |
| 26 | Demonstrated ability to synthesise and apply findings or new knowledge | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>Successfully completed an undergraduate course</li> <li>Self-directed reading on the topic</li> </ul> <p><b>Basic</b></p>   |

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|    |   | <ul style="list-style-type: none"> <li>• Successfully completed an online HDR Research Methods course relevant to your discipline</li> <li>• Workshops or other Research Methods training</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Research Honours Degree and/or Masters</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Published a number of peer reviewed research manuscripts, books or reports</li> </ul>  |
| 27 | Creativity  | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Organise, synthesise or analyse information/data/processes according to prescribed structures</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Organise, synthesise or analyse information/data/processes by adapting existing structures</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Organise, synthesise or analyse information/data/processes using self-determined protocols in accordance with the discipline</li> <li>• Exhibit creative works</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Create and develop networks and communities</li> <li>• Develop new concepts, interpretations, patents, processes or works that expand the field or discipline and/or address the concerns of communities</li> <li>• Numerous exhibitions of creative works</li> </ul> |
| 28 | Demonstrated readiness to promote a spirit of enquiry among professional colleagues and communities | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Participated in relevant FedUni HDR Skills Development Program sessions</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Presentations at faculty, school or community event</li> <li>• Participate in the FedUni HDR Research Conference</li> <li>• Report on your research in the media</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• A combination of the above plus demonstrated ability to assist with researcher development (for example, facilitate or assist with a training session)</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• All of the above</li> </ul>   |

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| 29 | Emotional intelligence         | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• I know my strengths and weaknesses</li> <li>• I have good relationships with some of my colleagues and I avoid working with those who I find more difficult</li> <li>• I sometimes feel overwhelmed by stressful situations</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• I have a good working relationship with most colleagues</li> <li>• I take responsibility for my own actions and behaviours and have good self-discipline</li> <li>• I manage my emotions</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• I develop trust and rapport with my colleagues</li> <li>• I am a successful leader</li> <li>• I have empathy with others</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• All of the above, plus</li> <li>• I routinely assist others in taking responsibility for their own actions and behaviours</li> </ul> |
| 30 | Ability to self reflect        | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Aware that I hold certain assumptions that influence my actions and experiences</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Use journaling to record my actions/behaviour/approaches</li> <li>• Able to look back on my actions/behaviour/approaches objectively and critically review past choices</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Frequently look back on my actions/behaviour/approaches objectively and critically review past choices</li> <li>• Use past experience to create alternative future approaches</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Routinely use self-reflection to review and revise approaches, reflect on problems and understandings and to choose or create alternative approaches</li> </ul>  |
| 31 | Capacity to work independently | <p><b>Some</b></p>  |

\*Please note this tool is for personal use only. It is to help identify priorities for training and skill development that will then need to be included in the project plan and timeline. This tool will never be used as evidence to support or disallow extensions of candidature. The supervisor's signature is sought in order to provide an indication that the candidate and the supervisor have discussed the skills audit

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|    |                        | <ul style="list-style-type: none"> <li>• Successfully completed an undergraduate course</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Successfully completed research Honours Degree</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Successfully completed a Master’s degree</li> <li>• Successfully completed a PhD</li> <li>• Successful experience of a self-directed work environment</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Published papers, books or reports as sole or lead author</li> </ul>   |
| 32 | Ability to manage time | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Manage time for day-to-day events well</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Successfully completed an undergraduate degree</li> <li>• Successfully completed a honours degree</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Attended relevant seminars or workshops (for example, relevant FedUni HDR Skills Development Program sessions)</li> <li>• Successfully completed a Masters or have managed a team or yourself to meet strict timelines in the private sector</li> <li>• Successfully completed a PhD in less than 3.5 years (or part time equivalent)</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Can provide many examples, across different aspects of life, of your ability to stick to timelines and meet deadlines comfortably</li> </ul> |
| 33 | Ability to plan ahead  | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Do things one step at a time with little planning</li> <li>• Confident that I can meet a deadline without requiring an extension</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Regularly create a rough plan of action with little detail</li> <li>• Attended relevant seminars or workshops (for example relevant FedUni HDR Skills Development Program sessions)</li> </ul>  |

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|    |  | <ul style="list-style-type: none"> <li>Evidence that I regularly meet deadlines without requiring extensions</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>Create detailed plans for long term (years), medium term (months) and short term (weekly and daily ) activities and events</li> <li>Teach, train, lecture about planning and have strong knowledge of the strategies required</li> <li>Regularly manage multiple activities and events at varying timescales without missing deadlines or requiring extensions</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>Have produced recognised outputs on the topic (e.g. papers, books, seminars)</li> </ul>   |
| 34 | Project management capacities                              | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>Successfully completed an undergraduate course</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>Successfully completed research Honours Degree</li> <li>Successfully completed a research Masters</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>Have been employed to manage a project that had successful outcomes and was delivered on time and budget</li> <li>Successfully completed a PhD project within the allotted time.</li> <li>Completed relevant FedUni HDR Skills Development sessions</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>Have been employed to manage numerous projects that had successful outcomes and were delivered on time and budget</li> </ul> |
| 35 | Knowledge and understanding of post-doctoral opportunities | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>Thought about your future after graduating</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>Self-directed research on post-doctoral opportunities</li> <li>Talked with career advisors and supervisors and drawn up plan of action</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>In addition to the previous, have made contact with researchers and centres to explore opportunities or build networks</li> </ul>  |

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|    |   | <ul style="list-style-type: none"> <li>• In addition to the previous, have post-doc positions identified and applications have been submitted</li> <li>• Participation in relevant s FedUni HDR Skills Development Program sessions</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Have secured a post-doctoral place and successfully fulfilled the contract</li> </ul>   |
| 36 | Knowledge and understanding of opportunities in industry  | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Thought about your future after graduating</li> <li>• Discussed opportunities with supervisors or colleagues in industry</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Self-directed research on opportunities in industry</li> <li>• Talked with career advisors and supervisors and drawn up plan of action</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• In addition to the previous, have made contact with researchers in industry to explore opportunities or build networks</li> <li>• In addition to the previous, have identified suitable position (s) and submitted applications</li> <li>• Have worked in industry previously</li> <li>• Have undeveloped networks in industry</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Have current experience working in industry, including industry placement during HDR candidature</li> <li>• Have extensive networks in industry</li> </ul> |
| 37 | Ability to write applications suitable for research and/or industry positions which match the needs of the position | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Have investigated positions available; familiar with common selection criteria for such positions</li> <li>• Have talked with careers advisors and supervisors about applying for positions</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Have drafted responses to selection criteria for one or two job applications and obtained feedback from careers advisors or supervisors</li> </ul> <p><b>Competent</b></p>   |



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|    |  | <ul style="list-style-type: none"> <li>• In addition to the previous, have attended relevant FedUni HDR Skills Development session(s)</li> <li>• Have successfully applied for an industry position in the recent past</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Have successfully applied for an industry position in the recent past</li> </ul>  |
| 38 | Understanding of how to make the transition to a professional researcher | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Thought about your future after graduating</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Self-directed research</li> <li>• Talked with career advisors and supervisors and drawn up plan of action</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• In addition to the previous, have made contact with researchers and/or centres to explore opportunities</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• In addition to the previous, attended relevant FedUni HDR Skills Development session(s)</li> <li>• In addition to the previous, have post-doc or other positions identified and applications have been submitted</li> </ul> |
| 39 | Ability to identify alternative career paths                             | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Thought about your future after graduating</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Self-directed research</li> <li>• Talked with career advisors and supervisors and drawn up plan of action</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Attended relevant workshops, talks, etc. (including appropriate sessions from FedUni HDR Skills Development Program)</li> <li>• In addition to the previous, have made contact with potential employers to explore opportunities</li> </ul> <p><b>Proficient</b></p> <p>In addition to the previous, have identified positions and submitted applications</p>  |

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| 40 | Knowledge of occupational health and safety practices                          | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Self-directed research</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Participated in training (for example, induction sessions, FEDUNI “getting set up to do your research seminar“</li> <li>• Read all organisational OH&amp;S procedures</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Attended relevant workshops, talks, etc. (including University and School orientation/induction sessions</li> <li>• Have recently held a leadership position relevant to OHS practices</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Train or teach others about Occupational Health and Safety practices</li> </ul>   |
| 41 | Awareness of and adherence to, and respect for, ethical approval processes     | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Training in ethics (for example, part of an undergraduate course)</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Involvement in developing and submitting successful ethics application</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Involvement in developing and submitting several successful ethics application and final reporting requirements</li> <li>• Attended relevant FedUni HDR Skills Development Program session(s)</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Recently held a position on an ethics committee</li> <li>• Have shown expertise in this area (for example, written on the subject or provided training to others)</li> </ul> |
| 42 | Ability to write credible applications for research grants/competitive tenders | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Self-directed study on the topic</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Workshop/training</li> </ul>  |

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|    |  | <ul style="list-style-type: none"> <li>Recently submitted a grant application</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>Attended relevant FedUni HDR Skills Development Program session(s) or other grant-writing workshops</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>Awarded one or more grant(s) (recently)</li> <li>Have won a number of competitive grants and/or tenders, etc.</li> </ul>   |
| 43 | Ability to listen to, and critically evaluate, the advice/views/criticisms of others | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>Successfully completed an undergraduate course</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>Successfully completed research Honours Degree</li> <li>Participated in relevant FedUni HDR Skills Development sessions</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>Successfully completed a Masters</li> <li>Successfully completed a PhD</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>Demonstrated ability to maintain and nurture a strong working relationship over time with supervisors, bosses and teams (in a number of different roles)</li> </ul>  |
| 44 | Ability to seek advice and support from a range of people                            | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>Have previously sought advice and support from person in a support role regarding specific incident or knowledge gap</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>Have identified person most likely to be able to help, approached that person and successfully articulated the problem so that they can provide support and advice</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>Able to identify different people to assist with different problems, confident to approach appropriate people and open to advice and support</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>Comfortable in providing a two-way support partnership with colleagues</li> </ul> |

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| 45 | Demonstrated ability to work as part of a team | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Have worked in a team environment</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Have demonstrated your ability to work in a team and produce desired outcomes</li> <li>• Maintain good working relations with your supervisors and peers</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Have been an integral part of a team that has produced significant outcomes</li> <li>• Contribute to an interdisciplinary team outcomes</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Have been formally recognised as contributing to team spirit and outcomes</li> </ul>   |
| 46 | Possession of supervisory/teaching skills      | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Assist other in informal ways</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Have been given a senior role in a team</li> <li>• Take on teaching role in a formal capacity (facilitate a workshop or training initiative)</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Supervisor training</li> <li>• Train the trainer course</li> <li>• Graduate Certificate or other teaching qualification</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Elements from above plus significant teaching experience and/or peer recognition (author in area, awards or other formal recognition of teaching achievement)</li> </ul> |
| 47 | Networking skills                              | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Able to mix and mingle in social situations</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Use professional social network sites (for example, have a profile on LinkedIn)</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Participation in relevant FedUni HDR Skills Development Program sessions</li> <li>• Mix of the above plus have established a professional network of collaborators or contacts</li> </ul> <p><b>Proficient</b></p>   |

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|    |   | <ul style="list-style-type: none"> <li>You have created and maintained your own research network/community/group that has produced significant outcomes</li> </ul>   |
| 48 | Demonstrated ability to articulate research outcomes orally in small group settings | <ul style="list-style-type: none"> <li><b>Some</b></li> <li>Presentation within school or community</li> <li><b>Basic</b></li> <li>Presentation at FedUni Annual HDR Research Conference</li> <li><b>Competent</b></li> <li>Exhibition or performance</li> <li>Discipline conference presentation</li> <li>Participation in relevant FedUni HDR Skills Development Program session(s)</li> <li><b>Proficient</b></li> <li>Numerous research conference presentations at national and international meetings/workshops</li> </ul> |
| 49 | Ability to present research findings to large groups                                | <ul style="list-style-type: none"> <li><b>Some</b></li> <li>Presentation within school or community</li> <li><b>Basic</b></li> <li>Presentation at FedUni Annual HDR Research Conference</li> <li><b>Competent</b></li> <li>Exhibition or performance</li> <li>Discipline conference presentation</li> <li>Participation in relevant FedUni HDR Skills Development Program session</li> <li><b>Proficient</b></li> <li>Numerous research conference presentations at national and international meetings/workshops</li> </ul>    |
| 50 | Ability to present data in different ways to support arguments.                     | <ul style="list-style-type: none"> <li><b>Some</b></li> <li>Presentations and research reports during undergraduate program or within school or community)</li> <li><b>Basic</b></li> <li>Presentation at FedUni Annual HDR Research Conference and preparation of major research report e.g. honours thesis</li> <li><b>Competent</b></li> <li>Participation in relevant FedUni HDR Skills Development Program session</li> </ul>   |

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|    |   | <ul style="list-style-type: none"> <li>Completed results chapter for HDR thesis and presentation of results at community and/or conference meetings</li> <li>Presentation at national level conference</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>Numerous research conference presentations at national and international meetings/workshops, completed results chapters for HDR thesis, publication of results</li> </ul>   |
| 51 | Public speaking   | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>Have given a public talk/presentation</li> <li>Presented work to the research group</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>Have given a conference presentation</li> <li>Radio and/or TV interview</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>Successful presentation at, for example, FedUni 3MT competition, HDR conference or 5 Minute Thesis Presentation</li> <li>Successful presentation at national level discipline conferences, exhibitions and/or public events</li> <li>Multiple Radio and/or TV interviews</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>Recognised public speaker who has delivered keynote addresses and/or has been paid for public speaking engagements</li> </ul> |
| 52 | Ability to participate in meetings in a respectful manner appropriate to the meeting requirements | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>Limited experience of various types of research meeting</li> <li>Experience of research meeting limited to student-supervisor interactions</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>Experience of chairing and presenting at research meetings</li> <li>Experience of various types of research meetings internal and external to one's own research group</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>Have held both leadership roles and presenter's role in several different kinds/levels of research meetings</li> </ul> <p><b>Proficient</b></p>   |

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|    |   | <ul style="list-style-type: none"> <li>Repeated leadership roles across many kinds/levels of research meetings; evidence of productive outcomes.</li> </ul>   |
| 53 | Ability to produce Visual materials for use in presentations, meetings and to support arguments (PP, Posters etc) | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>Presentation within school or community</li> <li>Presented in a 'safe' environment e.g. FedUni HDR Skills Development Program Session: "5min project Presentation"</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>Local exhibition or performance</li> <li>Presentation to research group</li> <li>Participation in the 3MT competition or at FedUni Annual HDR Research Conference</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>Prizewinner in the 3MT competition or at FedUni Annual HDR Research Conference</li> <li>Participation in relevant FedUni HDR Skills Development Program session(s)</li> <li>Multiple community based presentations that might include media</li> <li>Acclaimed Exhibition or performance</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>Many presentations for a range of audiences</li> </ul> |
| 54 | Demonstrated ability to engage with the community   | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>Peripheral engagement with a community group or organisation</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>Membership of a community group or organisation</li> <li>Exhibition or public performances</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>One of the previous and have worked closely with a community organisation on a research project</li> <li>Numerous exhibitions or public performances</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>Numerous senior level roles in community groups and organisations</li> <li>Conducted numerous successful research projects with community groups and organisations</li> </ul>   |

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| 55 | Demonstrated ability to present written results clearly and logically  | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Hold a undergraduate degree</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Hold a honours degree</li> <li>• Recognition of writing skills (for example, award or certificate)</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• PhD degree</li> <li>• Peer reviewed publication with you as lead author</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Numerous peer reviewed publication with you as lead author</li> </ul>   |
| 56 | Demonstrated capacity to develop coherent and well-structured written arguments  | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Hold a undergraduate degree</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• Hold a honours degree</li> <li>• Recognition of writing skills (for example, award or certificate)</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• PhD degree</li> <li>• publication with you as lead author (preferably peer reviewed but could be significant article in a newspaper for example)</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Numerous publication with you as lead author (preferably peer reviewed but could be a column or series of articles in a commercial newspaper for example)</li> </ul> |
| 57 | Ability to take questions and form responses in a professional manner; may include research outcomes being challenged. | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Presentation within school or community</li> <li>• FedUni Seminar e.g. “HDR 5min project Presentation”</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• FedUni Annual HDR Research Conference</li> <li>• Relevant FedUni HDR Skills Development Program session</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Exhibition or performance</li> </ul>  |



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|    |  | <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Multiple community based presentations that might include media</li> <li>• Acclaimed Exhibition or performance</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Many community based presentations that include media releases and/or interviews</li> </ul>  |
| 58 | Demonstrated ability to communicate knowledge and the process used to generate it to lay audiences | <p><b>Some</b></p> <ul style="list-style-type: none"> <li>• Presentation within school or community</li> <li>• FedUni Seminar e.g. "HDR 5min project Presentation"</li> </ul> <p><b>Basic</b></p> <ul style="list-style-type: none"> <li>• FedUni Annual HDR Research Conference</li> <li>• Relevant FedUni HDR Skills Development Program session</li> <li>• Exhibition or performance</li> </ul> <p><b>Competent</b></p> <ul style="list-style-type: none"> <li>• Multiple community based presentations that might include media</li> <li>• Acclaimed Exhibition or performance</li> </ul> <p><b>Proficient</b></p> <ul style="list-style-type: none"> <li>• Many community based presentations that include media releases and/or interviews</li> </ul> |

## Graduate attributes

## Employability skills

