

Selection panels are to be composed according to the minimum requirements outlined below:

For HEW positions (Levels 1–10), academic roles (Level A–C), and TAFE teachers:

Type of position	Composition approved by	Minimum requirements
Continuing and fixed-term	Chair of panel	<ul style="list-style-type: none"> the direct supervisor of the position (or nominee) as the chair; a person with relevant expertise; and a peer representative gender balance; an Aboriginal or Torres Strait Islander person, where required.

For senior leadership positions (ELT members) or senior academic roles (Level D–E):

Type of position	Composition approved by	Minimum requirements
Academic Level D	Pro Vice-Chancellor/ Executive Dean	<ul style="list-style-type: none"> a relevant Pro Vice-Chancellor/Executive Dean or nominee (Chair). Deputy Dean and/or a member of the University professoriate. others as determined appropriate by the selection panel. reasonable gender balance. an Aboriginal or Torres Strait Islander person, where required.
Academic Level E	Vice-Chancellor	<ul style="list-style-type: none"> Vice-Chancellor or nominee (Chair). a relevant Pro Vice-Chancellor/Executive Dean. a relevant member of the University Professoriate with discipline expertise others as determined appropriate by the selection panel. reasonable gender balance. an Aboriginal or Torres Strait Islander person, where required.
Associate Deputy Vice-Chancellor	Vice-Chancellor	<ul style="list-style-type: none"> Deputy Vice-Chancellor (Chair). appropriate VCST member Associate Deputy Vice-Chancellor or a member of the University professoriate. others as determined appropriate by the selection panel. reasonable gender balance. an Aboriginal or Torres Strait Islander person, where required.
Pro Vice-Chancellor/ Executive Dean Director	Vice-Chancellor	<ul style="list-style-type: none"> Vice-Chancellor or nominee (Chair). a relevant Deputy Vice-Chancellor or VCST member. a Director (nominated by Vice-Chancellor). For academic appointments at this level a nominated Pro Vice-Chancellor/Executive Dean/Director (must sit within the academic or research portfolio). others as determined appropriate by the selection panel. reasonable gender balance. an Aboriginal or Torres Strait Islander person, where required.

For senior leadership positions (ELT members) or senior academic roles (Level D–E):

Type of position	Composition approved by	Minimum requirements
Deputy Vice-Chancellor Chief	Vice-Chancellor	<ul style="list-style-type: none"> • Vice-Chancellor (Chair). • Deputy Vice-Chancellor or Chief. • a relevant Deputy Vice-Chancellor/Chief from another University or a relevant external expert. • others as determined appropriate by the selection panel. • reasonable gender balance. • an Aboriginal or Torres Strait Islander person, where required.