

Role Profiles – Summary

HERA Profiles used for Implementation phase

Role Title	Profile Code	Grade
<u>Academic and Research</u>		
Teaching and Research Professor Level 5 (Grade 10)	TR5	10
Teaching Professor Level 5 (Grade 10)	TS5	10
Research Professor Level 5 (Grade 10)	R5	10
Senior Lecturer (Teaching and Research) Level 4(Grade 9)	TR4	9
Senior Lecturer (Teaching and Scholarship) Level 4 (Grade 9)	TS4	9
Research Level 4 (Grade 9)	R4	9
Lecturer (Teaching and Research) Level 3 (Grade 8)	TR3	8
Lecturer (Teaching and Scholarship) Level 3 (Grade 8)	TS3	8
Research Level 3 (Grade 8)	R3	8
Lecturer Early Career (Teaching and Research) Level 2 (Grade 7)	TR2	7
Lecturer Early Career (Teaching and Scholarship) Level 2 (Grade 7)	TS2	7
Researcher Level 2 (Grade 7)	R2	7
Teaching and Scholarship Level 1 (Training 7)	TS1	Training 7
Research Assistant Level 1 (Training 7)	R1	Training 7
<u>Academic Related</u>		
Academic Related Level 5 Role Profile (Grade 10)	AR5	10
Academic Related Level 4 Role Profile (Grade 9)	AR4	9
Academic Related Level 3 Role Profile (Grade 8)	AR3	8
Academic Related Level 2 Role Profile (Grade 7)	AR2	7
Academic Related Level 1 Role Profile (Training 7)	AR1	Training 7
<u>Clerical</u>		
Clerical Level 5 (Grade 6)	C5	6
Clerical Level 4 (Grade 5)	C4	5
Clerical Level 3 (Grade 4)	C3	4
Clerical Level 2 (Grade 3)	C2	3
Clerical Level 1 (Grade 2)	C1	2
<u>Technical</u>		
Technical Level 7 (Grade 8)	T7	8
Technical Level 6 (Grade 7)	T6	7
Technical Level 5 (Grade 6)	T5	6
Technical Level 4 (Grade 5)	T4	5
Technical Level 3 (Grade 4)	T3	4
Technical Level 2 (Grade 3)	T2	3
Technical Level 1 (Grade 2)	T1	2
<u>Manual</u> (generic job descriptions agreed to date)		
Level 2		
Campus Security Officer	M2A	
Campus Security Officer (Team leader)	M2B	
Library Janitor	M2C	
Level 1		
Domestic Assistant (office/studio)	M1A	
Domestic Assistant (lab)	M1B	
Library Attendant	M1C	
Library Auxillary	M1D	

