

Equity Requirements in Job Design

All positions must include appropriate equity requirements according to the type of position in the selection criteria:

Level	Selection Criterion	Descriptors
<p>Non-supervisory staff</p> <p>Does not supervise any staff</p>	<p>Knowledge of equal opportunity principles</p> <p><i>Ad* Knowledge of equal opportunity</i></p>	<p>Basic knowledge of the principles of anti-discrimination and equal opportunity legislation and how they would apply in a workplace.</p> <p>Able to describe the principles of equal opportunity and valuing diversity</p>
<p>Supervisory staff</p> <p>Supervises casual staff, small to medium work team</p>	<p>Ability to implement equal opportunity and diversity policies and programs.</p> <p><i>Ad; Ability to implement equal opportunity</i></p>	<p>Knowledge and understanding of the principles of anti-discrimination and equal opportunity legislation and how they would apply in a workplace.</p> <p>Applicants should be able to demonstrate how they would apply these principles in the position at the workplace.</p>
<p>Middle management</p> <p>Supervises small to large work groups, casual staff</p>	<p>Demonstrated ability to implement equal opportunity policies and programs.</p> <p><i>Ad: Demonstrated ability to implement equal opportunity</i></p>	<p>Knowledge and understanding of the principles of anti-discrimination and equal opportunity legislation and how they would apply in a workplace.</p> <p>Examples of achievement in a work environment would be expected.</p>
<p>Senior and executive management</p> <p>For those who manage, or may manage, units/schools; and for appointments at executive level</p>	<p>Demonstrated leadership in implementing equal opportunity and diversity policies and programs.</p> <p><i>Ad: Demonstrated leadership in implementing equal opportunity</i></p>	<p>Knowledge of the principles of anti-discrimination and equal opportunity legislation and their application in a workplace.</p> <p>Applicants should be able to provide examples of how their leadership and achievements in equal opportunity and managing diversity have been of benefit to previous or current employers.</p>

Note: * Abbreviated wording for advertisement

- Contact the Manager, Workplace Diversity, telephone 9385 2736 or email l.odwyer@unsw.edu.au for further advice.