



RESEARCH AND DEVELOPMENT MANAGER

(ANZSCO Code: 132511)

Group B



About this document

- » The following Information Sheet is for your reference only and should be used as a guide to assist with your Skills Assessment application to VETASSESS. This information is subject to change.
- » Please note that a Skills Assessment of the qualification involves assessment of both the qualification level and content. Qualifications are assessed according to the guidelines published by the Australian Government Department of Education, Skills and Employment.
- » The employment assessment involves determining the skill level and relevance of the tasks undertaken.
- » Integrity checks may be conducted to verify the qualification and employment claims made in an application.

Job description

Research and Development Managers plan, organise, direct, control and coordinate research and development activities within an organisation.

Occupations not considered under this ANZSCO code:

- » Market Research Analyst
- » Policy and Planning Manager
- » University Lecturer (including Research Associate/Research Fellow)
- » Health Information Manager (Clinical Trial Data Manager)

These occupations are classified elsewhere in ANZSCO.

Research and Development Manager is a VETASSESS Group B occupation.












This occupation requires a qualification assessed as comparable to the educational level of an Australian Qualifications Framework (AQF) Bachelor degree or higher.

Applicants can fulfil the assessment criteria for this occupation in four different ways.



Qualification and employment criteria

Applicants must have fulfilled at least one of the following four criteria (1–4):

GROUP B	Criteria for a positive Skills Assessment								
	Minimum comparable Bachelor or higher degree AQF level***		With highly relevant major field of study		Additional highly relevant qualifications*		Highly relevant employment duration**		
1		+		+	N/A	+			
2		+	No highly relevant major	+	 Minimum AQF Diploma level with highly relevant major	+			
3		+	No highly relevant major	+	No additional highly relevant qualifications	+			
Pre-qualification methodology can apply to Group B occupations									
	Highly relevant employment duration**		With or without highly relevant major field of study		Additional highly relevant qualifications*		Comparable Bachelor degree AQF level		
4		+		+	N/A	+	N/A	+	
	Within last 5 years								

* Additional qualifications in a highly relevant field of study include those comparable to the following levels:

- AQF Diploma
- AQF Advanced Diploma
- AQF Associate Degree or
- AQF Graduate Diploma

*** Bachelor degree or higher degree includes:

- AQF Master Degree or
- AQF Doctoral Degree

** Highly relevant paid employment duration (20 hours or more per week)

1–3

minimum years of employment highly relevant to the nominated occupation, completed at an appropriate skill level in the five years before the date of application for a Skills Assessment.

4

minimum 6 years of relevant employment required – five years of relevant employment (can be outside the last 5-year period) in addition to at least one year of highly relevant employment within the last five years before applying.



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Qualification and employment criteria continued...

*If employment is prior to the completion of the qualification at the required level, an applicant must have at least one year of highly relevant employment at an appropriate skill level within the last five years. The remaining five years of pre-qualifying period may be within the last ten years.

A positive assessment of both qualification level and employment duration is required for a positive Skills Assessment outcome.

Qualification

AQF Bachelor degree or higher degree*

This occupation requires a qualification in a field of high relevance to the occupational specialisation of the research and development activity**.

Qualifications normally have a strong research focus.

**Major fields of study will be considered on a case-by-case basis if the field of study is highly relevant to the subsequent employment.

Examples of highly relevant majors include (but are not limited to):

- » Science

- » Engineering

- » Materials Science

- » Agriculture

- » Pharmaceutical Science

- » Medical Science

- » Textiles

- » Aeronautical Science

- » Computer Science

- » Technology (Building Technology, Food Technology, DNA Technology, Manufacturing Technology, Communication Technology, Educational Technology)

*This includes qualifications assessed at AQF Bachelor, Master and Doctoral level.

Employment

Highly relevant tasks include:

- » Determining, implementing and monitoring research and development strategies, policies and plans;

- » Developing and implementing research projects, priorities and targets to support commercial and policy development;

- » Leading major research projects and coordinating activities of other research workers;

- » Assessing the benefits and monitoring the costs and effectiveness of research and development activities;

- » Interpreting results of research projects and recommending associated products and service development innovations;

- » Providing advice on research and development options available to the organisation;

- » Monitoring leading-edge developments in relevant disciplines and assessing implications for the organisation;

- » May publish results of significant research projects.

Additional tasks may include:

- » Responsible for management of a team;

- » Recruiting staff and assessing staff performance;

- » Managing budgets;

- » Reporting to senior Managers;

- » Ensuring that work meets safety standards and other relevant legislation.

Employment information

What is Research and Development?

Research and Development (also referred to as R&D), refers to the people, financial resources and means dedicated to the study and development of technological innovation with the aim of improving products, creating new products and making production processes more efficient. This area of a company or organisation is overseen by R&D Managers.



What is the role of an R&D Manager?

R&D Managers are usually responsible for overseeing the entire development process of new products and programs within an organisation, from the initial planning phase to implementation or production. They are required to keep track of all costs related to the development of these new products/programs and decide which areas are worth pursuing. R&D Managers see product/process innovation projects through from beginning to end, ensuring that projects are fully resourced and that deadlines are met. While they may not have hands-on involvement in the research and development activities, they require high level administrative and interpersonal skills to perform their role effectively.

Where do R&D Managers typically work?

R&D Managers can find employment in a range of industries, such as healthcare, technology, business, and pharmaceuticals. The types of products produced by a pharmaceutical company as opposed to a technical company are likely to be quite different, therefore R&D Managers will work in a specialised field according to their interest and expertise.

Is a clinical research role considered suitable against the requirements of R&D Manager?

Employment in a clinical research setting, in a role such as Senior Clinical Research Associate, or Clinical Research Manager or Director, will only be considered suitable if there is clear managerial oversight of people, processes and financial resources. Applicants nominating R&D Manager must submit an organisational chart (see 'Supporting material for assessment').

Note that Clinical Trial Data Managers are classified elsewhere in ANZSCO under Health Information Manager (ANZSCO 224213), and therefore are not suitable for assessment under the occupation of R&D Manager.

Supporting material for assessment

Applicants nominating this managerial occupation must submit an organisational chart. An organisational chart should include:

- » The company letterhead,

- » Your job position,

- » The job position of your superiors and subordinates, as well as,

- » All positions reporting to your immediate supervisor and to your direct subordinates.

If you are unable to obtain an organisational chart from your employer, please provide a statutory declaration outlining the required information and the reasons why this information cannot be provided.

