Classifications at ACARA

Associate stream

The Associate Stream at ACARA is intended for Administrative / Clerical positions. While incumbents in Associate positions may hold university qualifications, such qualifications in this stream are not a requirement. Associate stream roles are often designed to provide operational support to the organisation and add value by focussing on activities such as coordinating, scheduling, transcribing, attending to logistics and managing information / records.

The Associate Stream is comprised of four (4) bands. These are:

- Band 1 - Trainee / Entry
- Band 2 - Experienced
- Band 3 - Senior
- Band 4 - Team Leader / Associate Advisory

Professional stream

The Professional Stream at ACARA is intended for individual contributor roles that typically require a professional degree (or equivalent). While these roles do not have formal people management responsibility within the context of ACARA's performance and recognition program, there is an opportunity for increasing involvement in coaching / mentoring in line with increasing seniority. There is capacity within the professional stream for individuals to manage projects, resources, and third party contracts. These roles add value to ACARA by contributing to ACARA's intellectual capital and delivering on initiatives that require professional level domain knowledge and the capacity to delegate tasks and manage projects effectively.

The Professional Stream is comprised of four (4) bands. These are:

- Band 1 – Graduate / Entry
- Band 2 – Experienced
- Band 3 – Senior
- Band 4 – Technical / Professional Specialist

Management stream

The Management Stream at ACARA is intended for people management roles, where teams being managed include Professional Stream roles. People management means taking an active role in the career development and performance of others through involvement in activities such as hiring, setting team goals, and engaging in informal and formal appraisal of others' work output through the MyCareer program. These roles add value to ACARA by developing and delivering on business plans through a combination of management acumen and domain knowledge.

The Management Stream is comprised of two (2) bands. These are:

- Band 1 – Manager
- Band 2 – Senior Manager

Executive stream

The Executive Stream at ACARA is intended for the most senior leadership roles in the organisation such as the CEO, business units heads and function heads. Incumbents in the Executive Stream are employed on Executive Contracts reflecting the specific accountabilities and requirements of these roles.