



Associate Professor in Occupational Therapy

Position Details

Position Title:	Associate Professor in Occupational Therapy
College/Portfolio:	STEM College
School/Group:	School of Health and Biomedical Sciences
Campus Location:	Based predominantly at the Bundoora campus, but may be required to work at the City campus and/or be based at other campuses of the University.
Classification:	Academic Level D
Employment Type:	Ongoing (including a 3-year fixed term Head of Discipline Role)
Time Fraction:	Full-time

RMIT University

RMIT is a multi-sector university of technology, design and enterprise. The University's mission is to help shape the world through research, innovation and engagement, and to create transformative experiences for students to prepare them for life and work. For more information on RMIT University follow the links below.

<https://www.rmit.edu.au/about>

<https://www.universitiesaustralia.edu.au/university/rmit-university/>

<https://www.rmit.edu.au/about/facts-figures>

Our three main campuses in Melbourne are located in the heart of the City, Brunswick and Bundoora. Other locations include Point Cook, Hamilton and Bendigo, two campuses in Vietnam (Hanoi and Ho Chi Minh City) and a centre in Barcelona, Spain. RMIT is a truly global university.

<https://www.rmit.edu.au/about/our-locations-and-facilities>

We are also committed to redefining our relationship in working with, and supporting, Indigenous self-determination. Our goal is to achieve lasting transformation by maturing our values, culture, policy and structures in a way that embeds reconciliation in everything we do. We are changing our ways of knowing, working and being to support sustainable reconciliation and activate a relationship between Indigenous and non-Indigenous staff, students and community. Our three campuses in Melbourne (City, Brunswick and Bundoora campuses) are located on the unceded lands of the people of the Woi Wurrung and Boon Wurrung language groups of the eastern Kulin Nation.

Why work at RMIT University?

Our people make everything at the University possible. We encourage new approaches to work and learning, stimulating change to drive positive impact. Find out more about working at RMIT University, what we stand for and why we are an Employer of Choice.

<https://www.rmit.edu.au/careers>

We want to attract those who will make a difference. View RMIT's impressive standings in university rankings: <https://www.rmit.edu.au/about/facts-figures/reputation-and-rankings>

College/Portfolio/Group

The position is situated within the Department of Health Sciences in the School of Health and Biomedical Sciences. The school is dedicated to delivering practical solutions to global health challenges through interdisciplinary teaching and research. It offers programs across various fields, including psychology, physiotherapy, nursing, pharmacy and medical radiations.

RMIT University is organised into several colleges, with the School of Health and Biomedical Sciences falling under the College of Science, Engineering and Health (also known as the STEM College). This structure fosters collaboration across disciplines, enhancing the integration of science, technology, engineering, and health education.

Position Summary

The Associate Professor will provide leadership and foster excellence in teaching and research efforts of the School, within the University, and with the community, professional, commercial and industrial sectors.

This position is the **inaugural appointment in the Discipline of Occupational Therapy (OT)** at RMIT University and will be integral in leading the design and development of a new program in OT (subject to review by the Occupational Therapy Council, and receiving full approval from the University). As the first appointment in the discipline, **the successful candidate will have substantial autonomy in designing the curriculum, in progressively building a team of academic staff to support the program, in engaging the community and industry partners, and in building a program of research that builds on the candidate's existing expertise.**

More specifically, the Associate Professor is responsible for providing original, innovative and distinguished contributions to the School's programs for maintaining and advancing their scholarly, research and/or professional capabilities relevant to this discipline at a national and international level. The Associate Professor will also teach and make a significant contribution to teaching and learning in the discipline with the aim of improving learning outcomes for students. The Associate Professor will make a significant contribution to the planning and strategic direction of the School, taking on academic leadership roles involving participation in various committees within the School, College and University and external to the University, as appropriate.

Reporting Line

Reports to: Professor Adam Bird, Head of the Department of Health Sciences

Direct reports: Please see reporting as described within the Assistant Associate Dean (Occupational Therapy) Position Description

Organisational Accountabilities

RMIT University is committed to the health, safety and wellbeing of its staff. RMIT and its staff must comply with a range of statutory requirements, including equal opportunity, occupational health and safety, privacy and trade practice. RMIT also expects staff to comply with its policy and procedures, which relate to statutory requirements and our ways of working.

RMIT is committed to providing a safe environment for children and young people in our community. Read about our commitment and child safe practices. <https://www.rmit.edu.au/about/our-locations-and-facilities/facilities/safety-security/child-safety>

Appointees are accountable for completing training on these matters and ensuring their knowledge and the knowledge of their staff is up to date.

Key Accountabilities

1. Lead advancement of teaching in the discipline including initiating program improvements, improving academic standards, leading assessment design, conduct and moderation.
2. Lead research contribution in their discipline at national and international level including: developing highly successful research teams; leading publication effort of research team/s; identifying and attracting external research funding to sustain research growth within the College; supervising higher degree by research candidates.
3. Lead outstanding contribution to the teaching, research and/or scholarship activities of an organisational unit, including a large organisational unit, or interdisciplinary area.
4. Make an outstanding contribution to the governance and collegial life inside and outside of the University.

Key Selection Criteria

1. Demonstrated ability to direct an award program/s and implement program improvements and innovative approaches to student-centred learning and quality improvement programs.
2. Nationally recognised research track record including substantial record of research outputs in high quality outlets and emerging international recognition.
3. Extensive experience in research leadership with the ability to build and develop collaborative research teams, mentor academic staff to deliver high quality outcomes, attract and secure external research funding to sustain research effort, manage funded research projects including complex budgets and reporting requirements.
4. Extensive experience in supervising higher degree by research candidates to maximise research performance.
5. Demonstrated ability to lead scholarly development and manage and supervise academic teams and members.
6. Demonstrated understanding of and commitment to financial, governance and quality management systems within a University.
7. Demonstrated high level of interpersonal, communication and negotiating skills including the ability to consult with senior executives, external bodies, produce executive reports, negotiate agreed directions, outcomes and targets within a collaborative environment.
8. Proven ability as an effective member of a management team that develops and achieves shared goals and objectives.

Qualifications

Mandatory: PhD in relevant field, and eligibility to register as an Occupational Therapist with the Occupational Therapy Board of Australia.

Note: Appointment to this position is subject to passing a Working with Children Check and other checks as required by the specific role. Maintaining a valid Working With Children Check is a condition of employment at RMIT.

Preferred: Completion of the [Intro to Learning and Teaching Course \(Login required\)](#) or possess (or eligible to apply for) appropriate [HEA Fellowship \(login required\)](#).

Endorsed:	Signature: Name: Title: Date:	Approved:	Signature: Name: Title: Date:
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Assistant Associate Dean (Occupational Therapy)

Position Details

Position Title:	Assistant Associate Dean (Occupational Therapy) (Head of Discipline)
College/Portfolio:	STEM College
School/Group:	School of Health and Biomedical Sciences
Campus Location:	Based predominantly at the Bundoora campus but may be required to work at the City campus and/or be based at other campuses of the University.
Classification:	Academic Level D or E
Employment Type:	Contract Variation (a three-year fixed term via a secondment)
Time Fraction:	0.5 FTE

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Position Summary

The Assistant Associate Dean (AAD) (Head of Discipline) is a critical member of the School leadership team, providing senior leadership for the Discipline's academic and research performance and growth. This leadership position will be accountable for directing and managing the designated Discipline and working collaboratively to enable the future School and the STEM College to deliver on the next stage of transformation.

The role will change the way STEM College delivers the student experience by embracing interactive, digitally enabled student-centred learning experiences and identifying and implementing innovative and creative initiatives which enhance student and employee experience. The AAD will provide academic and tactical leadership and is responsible for leading, managing and developing staff to deliver on the College research and learning and teaching strategies. Key to the success of the AAD will be leading, influencing, mentoring, developing strategy and managing change.

Reporting Line

Reports to: Professor Adam Bird, Head of the Department of Health Sciences

Direct reports: As subsequent academic staff are recruited, they will report to the Assistant Associate Dean (Occupational Therapy)

Organisational Accountabilities

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Key Accountabilities

- Provide strategic and academic leadership of the Discipline in consultation with the Associate Dean and assist with coordination of the College's efforts to enhance the student experience.
- Ensure the continuous improvement of the Discipline's learning and teaching activities and the relevance, viability and quality of its academic programs.

- Develop a culture that embraces change and innovation, acting as a credible role model to positively influence the Discipline's culture.
- Drive the student experience with the academic workforce to ensure all learning experiences are interactive, effective and fit for purpose.
- Provide authentic and constructive feedback and play a pivotal role in building trust and connection across teams.
- Positively influence the Discipline's culture by developing, fostering and maintaining team engagement, morale, motivation and cohesiveness.
- Manage concerns in an authentic and customer focused manner.
- Build and maintain effective relationships with internal and external stakeholders through trust, open communication and approaching all situations with a solution focused mindset.
- Develop academic staff by providing support, mentoring, work planning and professional development.
- Ensure staff and activities within the Discipline are at the forefront of research and education, are properly represented at relevant conferences and in esteemed journals and maintain high-level links with industry.
- Advise School leadership and the Associate Dean on strategic and policy directions regarding Psychology
- Undertake research, teaching and scholarly work in incumbent's area of expertise.
- Work closely with School leadership to identify opportunities for interdisciplinary teaching, research and industry engagement and for collaborative teaching, research and research with other Schools.
- Participate in relevant School committees and work across the School leadership team to contribute to the delivery of all key School accountabilities.
- Be accountable for your own actions and workload to positively influence the team culture and consistently demonstrate RMIT's values
- Other tasks as directed within the scope of this classification

Key Selection Criteria

1. Academic leadership and management skills with demonstrated ability to lead teams to deliver on strategic objectives.
2. Established research record in a relevant discipline, with the demonstrated capacity to lead and promote excellent research in the incumbent's field.
3. Demonstrated record of innovative teaching in a discipline relevant to the School underpinned by a deep understanding of contemporary Learning and Teaching theory.
4. Strong knowledge and understanding of relevant industry and training priorities.
5. Demonstrated capacity to think strategically and to act tactically based on organisational priorities and objectives.
6. High level interpersonal, communication, influencing and negotiating skills including the ability to consult, network and build relationships within the organisation and externally.
7. Proven ability to work effectively in a collegiate environment and to develop and achieve shared goals and objectives, and to negotiate agreed directions and outcomes.
8. Demonstrated capacity to influence positive change and to work collaboratively to foster effective sharing of information.

Qualifications

Mandatory: PhD in relevant field, and eligibility to register as an Occupational Therapist with the Occupational Therapy Board of Australia.

Note: Appointment to this position is subject to passing a Working with Children Check and other checks as required by the specific role. Maintaining a valid Working With Children Check is a condition of employment at RMIT.

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	Title:		Title:
	Date:		Date: