Position Description – Lecturer

Position Details

Position Title: First Nations Lecturer (Identified) – Chemical or Environmental Engineering

College/Portfolio: STEM
School/Group: Engineering

Campus Location: Primarily based at City campus, with the potential to work across other RMIT campuses as required.

Classification: Academic Level B
Time Fraction: 1.0

Employment Type: Continuing

Fixed Term Reason: Choose an item.

Reporting Line: HoD, Chemical and Environmental Engineering (Prof Vikram Garaniya)

No. of Direct reports: N/A

***Special Measures**
This is an Aboriginal and Torres Strait Islander Designated Position, under 'special measures' of section 12 of the Equal Employment Opportunity Act 2010. Only Aboriginal and Torres Strait Islander people are eligible to apply to this position.

RMIT University

RMIT is a global university of technology, design and enterprise, committed to creating transformative experiences for students and making a meaningful impact through research, innovation, and engagement. 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 campuses in Melbourne (City, Brunswick, Bundoora, and Point Cook) are complemented by international campuses in Vietnam and a centre in Barcelona, Spain. We proudly acknowledge the Woi Wurrung and Boon Wurrung peoples of the eastern Kulin Nation on whose unceded lands our campuses are located.

We are deeply committed to reconciliation and Indigenous self-determination, embedding these values throughout our policies, culture and structures.

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

Why Join RMIT?

Our people are at the heart of everything we do. At RMIT, we value innovation, collaboration and impact. Our values are the heart (durrung) of who we are and what we stand for at RMIT. They guide what we do, how we make decisions, and how we treat each other.



Inclusion Imagination Integrity Courage Passion Impact

Learn more about our values: https://www.rmit.edu.au/about/our-strategy/values

Hear from Professor Gary Thomas, Pro Vice-Chancellor for Indigenous Education, talk about how RMIT is transitioning through Reconciliation to Responsible Practice

https://youtu.be/i5MIrtu3Xew?si=uTkzHyjeguJZlrci

Organisational Accountabilities

RMIT is committed to the safety, wellbeing and inclusion of all staff and students. As a staff member, you are expected to comply with all relevant legislation and RMIT policies, including those related to: Equal opportunity, Occupational health and safety, Privacy and trade practices & Child safety standards:

Appointees are responsible for completing all required training and ensuring that they and their team members remain up to date on relevant compliance obligations.

Staff are expected to understand and support RMIT's child-safe practices as part of their professional responsibilities. More about our child safety commitment: https://www.rmit.edu.au/about/our-locations-and-facilities/facilities/safety-security/child-safety.

Leadership at RMIT

At RMIT, leadership is not defined by position or hierarchy—it is a shared responsibility demonstrated by all staff, regardless of role or title. Leadership is grounded in our six core values, which guide and shape how we work together, make decisions, and create impact.

Effective leadership means consistently integrating these values into everyday actions and interactions, whether influencing a project outcome, supporting a colleague, or leading a team. All staff are expected to embody the principles of the *Be–Know–Do* Leadership Model:

Be – We are open and authentic, inclusive and empowering. We are purpose-driven role models and communicators.
Know – We are self-aware and understand our stakeholders, our sector and priorities.
Do – We set clear direction and expectations; we develop ourselves and others and promote mutual accountability to deliver results.

At every level, leadership at RMIT is about influence, contribution, and mindset. It is reflected in how we empower others, foster collaboration, and drive positive change through capability-building and alignment to strategic goals.

STEM College

LEARN! GROW! DO!

Together transforming the world through STEM

The STEM College holds a leading position and expertise in the science, technology, engineering, mathematics, and health (STEM) fields. We are uniquely positioned to influence and partner with industry, as never before. STEM College is a community of exceptional STEM researchers, teachers, inventors, designers and game changers, supported by talented professional staff. We offer higher

education programs across all STEM disciplines at the Bachelor, Master and PhD levels, and ensure our students experience an education that is work-aligned and life-changing.

The College is renowned for its exemplary research in many STEM areas including advanced manufacturing and design; computing technologies; health innovation and translational medicine; nanomaterials and devices; and sustainable systems. Our brilliant researchers attract funding from government and industry sources. Industry is at the heart of what we do. It ensures our research has real world impact, and our students are truly work-ready. We have established new hubs of industry-connected digital innovation and endeavour and are engaging with global STEM organisations at scale.

Our diversity and shared values empower our work, and we are proud of the College's inclusive, caring culture. We offer a safe, dynamic work environment, and support every member of our community to achieve their potential.

For further information about the STEM College, please visit the following site:
https://www.rmit.edu.au/about/schools-colleges/stem-college

The School of Engineering

The School of Engineering is one of Australia's largest engineering schools. It has over 350 staff and 7000 students, including 750 HDR students. The School is committed to driving innovation and collaboration through our industry partnerships. Our industry partners range from small companies to multinational organisations, and we work together on translating our research into impact for our partners and the wider community.

The School has six Departments:

- Aerospace Engineering
- Biomedical Engineering
- Chemical and Environmental Engineering
- Civil and Infrastructure Engineering
- Electrical and Electronic Engineering
- Mechanical, Manufacturing and Mechatronics Engineering

In 2026, the School developed a new strategic plan that will place increasing emphasis on engagement with industry and other external partners. The School is developing new industry-led degrees, where our students learn whilst working for companies, as well as innovation hubs where we will co-locate industry partners, our research teams and our undergraduate students.

Over the next three to five years, the School of Engineering will support these new strategic plans through investments in new facilities. This will include reimagining our teaching laboratories, where we will use new digital technologies to enhance the student experience, as well as our research labs, where industry partnerships will enable us to maintain leading research facilities. The STEM College is also developing plans for a large new building at the Melbourne City Campus, and the School of Engineering is expected to occupy significant space in it.

RMIT is a global university, and the School of Engineering has students and research partners across South East Asia and Europe. This includes two campuses in Vietnam, partnerships in Hong Kong and Singapore, and a recent partnership with the Birla Institute of Technology and Science in India. The School also has a research centre in Barcelona, which provides access to European funding and industry partners. The School will continue to grow our international activities with the aim of becoming a globally connected School that translates technologies and training across continents.

Position Summary

The Lecturer is expected to contribute to the teaching and research efforts of the School, in disciplines related to their field of expertise. The Lecturer requires strong Aboriginal and/or Torres Strait Islander cultural knowledge, and/or community connections to effectively engage with Indigenous communities, and support inclusive and culturally safe outcomes. The successful candidate will build trusted relationships and ensure Aboriginal and Torres Strait Islander perspectives are incorporated into programs, projects, and decision-making. The Lecturer is responsible for delivering teaching across undergraduate, Master's, and Graduate Diploma programs; maintaining and advancing their scholarly,

research, and/or professional capabilities; and integrating indigenous knowledge into the content where possible. . The Lecturer is also expected to actively promote the program by establishing and maintaining memberships, links and partnerships with academic, industry and professional communities. The Lecturer is expected to work collaboratively and collegially with fellow academics within the teaching team, and update colleagues and students on developments in their subject area or specialisation. The Lecturer may be responsible for course coordination.

Key Accountabilities

1. Undertake independent teaching at undergraduate, honours and postgraduate level including: designing, conducting and moderating assessment; implementing improvements informed by course evaluation activities and student feedback.
2. Undertake independent professional activities, scholarship and/or conduct high-quality research activities appropriate to the profession or discipline including: managing individual projects within timelines and budgets and ensuring compliance with quality and reporting requirements; publishing research results in high-quality outlets as lead or co-author; preparing and submitting external research funding applications; and supervising higher degree by research candidates.
3. Undertake administration duties, which may include a course coordination role or management of a small award program.

Key Selection Criteria

1. Demonstrated understanding of Aboriginal and Torres Strait Islander cultures, histories and contemporary issues.
2. Demonstrated capability to contribute to First Nations engagement, participation or success outcomes.
3. Demonstrated ability to prepare and deliver programs at undergraduate and postgraduate levels, including online delivery, and the ability to produce high-quality curriculum or program materials.
4. Ability to undertake a course coordination role.
5. Demonstrated capacity to work effectively with and to negotiate sensitively with students, especially on issues related to effective learning.
6. Emerging track record and recognition for quality research outputs which will contribute to existing Discipline and School research areas evidenced by publications, development of new research initiatives, competitive research funding, and industry links.
7. Demonstrated ability to supervise higher degree by research candidates.
8. Ability to build effective networks with colleagues and generate alternative funding projects through effective liaison with industry and government.
9. Excellent interpersonal and communication skills appropriate for interacting with higher degree by research candidates, staff and industry, together with a strong commitment to teamwork and multidisciplinary collaboration.

Qualifications

Mandatory: PhD or equivalent[1] in a relevant field.

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

Working with Children Check

Appointment to this position is subject to holding a valid Victorian 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.

[1] Equivalence is defined in the exemption criteria at **Appointment of staff without Doctoral qualifications** instruction