



Position Description – Associate Professor (Education Focused)

Position Details

Position Title: Associate Professor

College/Portfolio: Education **School/Group:** The Academy, ADVCE Group

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

Classification: Academic Level D

Time Fraction: 1.0

Employment Type: Continuing

Fixed Term Reason:

Reporting Line: ADVCE LTQ

No. of Direct reports: Up to 2 direct reports

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>

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.

Education Portfolio

The Education Portfolio is headed by the Deputy Vice-Chancellor of Education and Vice President, who leads the planning and implementation of the University's strategies related to RMIT's academic programs and the RMIT student experience. The portfolio is responsible for providing services to support the quality of RMIT programs, including the professional development of academic staff, continuous improvement of the student experience, learning and teaching outcomes, and the management of learning and research information sources.

The Academy sits within RMIT's central Education Portfolio, under the leadership of the Associate Deputy Vice Chancellor Education. It is RMIT's centre for Educator excellence. The Academy is responsible for the delivery of the Graduate Certificate in Tertiary Education providing a rigorous, accredited pathway for staff to grow and be recognised as educators throughout their careers. The Academy works in close partnership with colleges to embed a culture of educational excellence that is discipline-informed and college-valued.

The Academy is also RMIT's home for educational research — providing a coordinated, university-wide space to generate, apply and disseminate evidence-based practice that strengthens teaching and enriches the student experience. The Academy supports academics to pursue scholarly inquiry into their teaching practice and contribute to the broader field of tertiary education.

The Academy is a collaborative academic community committed to fostering innovation, peer learning, and continuous improvement in education across RMIT.

Position Summary

The Associate Professor (Education Focused) will provide strategic leadership, foster excellence in teaching and learning, and make an outstanding contribution to the education/scholarship efforts of the School, within the University, and with the community, professional, commercial and industrial sectors. In doing so, the Associate Professor (Education Focused) is responsible for providing original, innovative and distinguished contributions to the School's programs, education practice, and maintaining and advancing their scholarly and/or professional capabilities relevant to this discipline at a national and international level.

The Associate Professor (Education Focused) will also deliver teaching and make a significant contribution to their discipline, including guiding and mentoring other academics, with the aim of improving learning outcomes for students.

In addition, the Associate Professor (Education Focused) 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.

The Associate Professor (Education Focused) may be appointed to a leadership role such as Deputy Head of School/Department for a specific discipline, or provide strategic leadership in a defined position for learning and teaching.

As an education focused academic, they will contribute to the education community.

Key Accountabilities

Each key accountability should consider RMIT's **Be–Know–Do leadership model**:

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. Passion and commitment for innovation of education and learning, and in engaging in scholarly/research activities.
3. Strong scholarship/research track record nationally as evidenced by outputs in high quality outlets coupled with emerging international recognition.
4. Extensive experience in education leadership with proven ability to build and develop collaborative teams, mentor academic staff to deliver high quality outcomes, attract and secure external funding to sustain education and scholarly research effort, and manage funded projects including complex budgets and reporting requirements.
5. Extensive experience in supervising higher degree by research students to maximise their performance.
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.

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. Passion and commitment for innovation of education and learning, and in engaging in scholarly/research activities.

3. Strong scholarship/research track record nationally as evidenced by outputs in high quality outlets coupled with emerging international recognition.
4. Extensive experience in education leadership with proven ability to build and develop collaborative teams, mentor academic staff to deliver high quality outcomes, attract and secure external funding to sustain education and scholarly research effort, and manage funded projects including complex budgets and reporting requirements.
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8. Proven ability as an effective member of a management team that develops and achieves shared goals and objectives.

Qualifications

Mandatory: PhD or equivalent in relevant field.

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