



Job Description – Associate Professor, Management

Position Details

Position Title:	Associate Professor, Management
Division/ School:	The Business School
Department:	Department of Management
Campus Location:	Based at the Saigon South campus, but may be required to work and/or be based at other campuses of RMIT Vietnam.
Job Grade/ Classification:	Associate Professor
Time Fraction:	Full time, 40 hrs per week

RMIT University

RMIT is a global university of technology, design and enterprise. Our mission is to help shape the world through research, innovation, teaching and engagement, and to create transformative experiences for our students, getting them ready for life and work. One of Australia's original educational institutions founded in 1887, RMIT University now has 82,000 students including 12,000 at postgraduate level.

The University enjoys an international reputation for excellence in professional and practical education, applied and innovative research, and engagement with the needs of industry and the cities in which we are located. With three campuses in Melbourne (Central Business District, Brunswick and Bundoora), two in Vietnam (Hanoi and Ho Chi Minh City) and a centre in Barcelona, Spain, RMIT is a truly global university. RMIT also offers programs through partners in Singapore, Hong Kong, mainland China, Indonesia, Sri Lanka, Belgium, Germany, Austria and The Netherlands, and enjoys research and industry partnerships on every continent.

RMIT prides itself on the strong industry links it has forged over its 129-year history. Collaboration with industry is integral to the University's leadership in applied research and education, and to the development of highly skilled, globally focused graduates. We are a 5-Star university under the QS Stars international evaluation system, and are 21st in the world among universities less than 50 years old (2015 QS Top 50 Under 50 index).

RMIT is ranked among the world's top universities in 23 of 38 assessed subjects (and all five faculty areas) featured in the 2017 QS World University Rankings by Subject. RMIT features among the world's top 100 ranking in the 2017 QS subject rankings in Art and Design; Architecture and the Built Environment; Computer Science, Information Systems, Engineering (Civil and Structural); Engineering (Electrical and Electronic); Communication and Media Studies, Education, Business and Management Studies, and Development Studies. The University's research was rated "well above world standard" in 13 research fields and "above world standard" in a further nine fields in the 2015 Excellence in Research for Australia evaluation. In the 2017 QS Graduate Employability Rankings, RMIT is ranked seventh in Australia and 71-80 in the world on the basis of employer reputation, alumni outcomes, partnerships with employers, employer-student connections and graduate employment rate.

www.rmit.edu.au

RMIT Vietnam

RMIT International University Vietnam (RMIT Vietnam) is a campus of RMIT University. RMIT Vietnam is creating an innovative research, teaching and learning culture. We are committed to providing internationally recognised high-quality education and professional training for our students, clients and members of the community.

As an internationally recognised Australian university based in Asia, RMIT Vietnam assists in the development of human resources in Vietnam and the region by providing opportunities for students from around the world to belong to an international educational community that supports them to achieve their potential in an increasingly globalised world.

Degrees are awarded by RMIT University in Australia, allowing Vietnamese students to receive an overseas education without having to leave home. RMIT Vietnam is also host to students from Australia and many other countries. All degree programs are recognised by the Vietnamese Ministry of Education and Training (MOET) and

are subject to regulation by the Australian Tertiary Education Quality and Standards Agency. RMIT Vietnam is an English speaking university and all teaching is in English.

www.rmit.edu.vn

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. 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, Department and University and external to the University, as appropriate. The Associate Professor can be expected to provide strategic leadership for learning and teaching or research and scholarship.

Reporting Line

Reports to: Senior Program manager, Management

Indirectly reports to: Head of Department, Management

Organisational Accountabilities

RMIT Vietnam is committed to the health, safety and wellbeing of its staff members. RMIT Vietnam and its staff members must comply with a range of Vietnamese legal and regulatory requirements, including foreign investment & business, import & export, contracts & commerce, banking, finance & foreign exchange, labour, taxation, land & premises, environment, and immigration. RMIT Vietnam expects all staff members to comply with its Code of Conduct, policies and procedures, which relate to legal and regulatory requirements and our ways of working.

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

- Lead advancement of teaching in the discipline including initiating program improvements, improving academic standards, leading assessment design, conduct and moderation.
- 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 School; supervising higher degree by research candidates.
- Lead outstanding contribution to the teaching, research and/or scholarship activities of an organisational unit, including a large organisational unit, or interdisciplinary area.
- Make an outstanding contribution to the governance and collegial life inside and outside of the University.
- Adhere to the requirements of the Academic Expectations and Development Framework of RMIT Vietnam.

Key Selection Criteria

1. PhD or equivalent relevant Doctoral qualification
2. Demonstrated ability to direct an award program/s and implement program improvements and innovative approaches to student-centred learning and quality improvement programs.
3. Nationally recognised research track record including substantial record of research outputs in high quality outlets and emerging international recognition.
4. 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.
5. Extensive experience in supervising higher degree by research candidates to maximise research performance.
6. Demonstrated ability to lead scholarly development and manage and supervise academic teams and members.
7. Demonstrated understanding of and commitment to financial, governance and quality management systems within a University.
8. Nationally recognised research track record in International Business including substantial record of research outputs in high-quality outlets and emerging international recognition
9. 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.

- 10. Proven ability as an effective member of a management team that develops and achieves shared goals and objectives.
- 11. Recent, strong and sustained performance regarding student outcomes, student experience and feedback; combined with notable experience and demonstrated skill in a wide range of teaching settings.
- 12. Ability to operate within and provide leadership across own discipline and cross-disciplinary/multidisciplinary teams to achieve Department and University strategic outcomes.
- 13. Ability to work with external partners, industries, organisations and communities and can operate effectively to address complex issues or seek opportunities
- 14. Ability to motivate, influence, develop and inspire others through discipline leadership in the University environment and with external partners and stakeholders.
- 15. Ability to display appropriate behaviours in line with the position and RMIT Values.

English Proficiency

English is the language of teaching and communication at RMIT Vietnam. For this role, the minimum requirement is IELTS (Academic) with a score of at least 7.0 (or equivalent, as outlined in the Recruitment, Selection and Onboarding Guidelines).

For Higher Education roles, English Language Proficiency may also be proven by having completed PhD studies while being instructed through the medium of English, and proof of teaching in an English-speaking environment during the previous 24 months.

Work Permit

All foreign employees must adhere to the requirements for obtaining a valid visa and work permit in Vietnam. These requirements are mandated by the Government and may be over and above the mandatory requirements and key selection criteria. Work permit requirements are subject to change.

RMIT Vietnam accepts zero tolerance to non-adherence of the immigration laws of Vietnam.

Endorsed:	Signature: Name: Title: Date:	Approved:	Signature: Name: Title: Date:
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