



Position Description – Lecturer (Education Focused)

Position Details

Position Title:	Lecturer		
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 B	Time Fraction:	1.0
Employment Type:	Continuing		
Fixed Term Reason:	New Academic Program		
Reporting Line:	Associate Professor (Level C/D role)		
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 Lecturer (Education Focused) specialises in educational practice and scholarship and is expected to focus on delivering teaching and learning in disciplines related to their field of expertise. More specifically, the Lecturer (Education Focused) is responsible for carrying out education activities within undergraduate, Masters and Graduate Diploma programs and for maintaining and advancing their scholarly, research and/or professional capabilities. The Lecturer (Education Focused) is also expected to actively promote the program by establishing and maintaining memberships, links and partnerships with academic, industry and professional communities.

The Lecturer (Education Focused) 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 program leadership/course coordination.

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. Undertake independent teaching at undergraduate, honours and postgraduate level using innovative/create practice.
2. Initiates/leads design or redesign of course material and resources.
3. Collaborates with program and learning and teaching support teams to develop course information and activities.
4. Participates in professional development activities and engages in peer exchange and reflection through participating in and presenting at appropriate forums.
5. Undertakes independent scholarship and/or conducts high quality research activities appropriate to the profession or discipline, disseminating outcomes in high quality outlets as lead or co-author.
6. Supervising higher degree by research candidates and provide mentorship to casual staff.
7. Undertake administration duties, which may include course coordination role or management of a small award program.

Key Selection Criteria

1. Ability to design and deliver programs at undergraduate and post-graduate levels, including online delivery, and the ability to produce high quality curriculum or program materials.
2. Passion and commitment for innovation of education and learning.
3. Evidence of ability to motivate, inspire, support and negotiate sensitively with, students from diverse backgrounds.
4. A record of demonstrable scholarly and professional outcomes in a relevant discipline area.
5. Ability to build effective networks with colleagues and generate alternative funding projects through effective liaison with industry and government.
6. Excellent planning and organisation skills.
7. High-level interpersonal and communications skills appropriate for interacting with students, staff and building professional links with industry, together with a strong commitment to teamwork and multidisciplinary collaboration.

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.