



## Position Description – Senior Lecturer

### Position Details

---

<b>Position Title:</b>	Senior Lecturer, Management
<b>College/Portfolio:</b>	College of Business and Law
<b>School/Group:</b>	Department of Business Administration, Graduate School of Business and Law
<b>Campus Location:</b>	Based at the Melbourne City campus, however may be required to work and/or be based at other campuses of the University.
<b>Classification:</b>	Academic Level C
<b>Employment Type:</b>	Continuing
<b>Time Fraction:</b>	1.0 FTE

### 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, Bundoora and Point Cook, along with other Victorian locations. There are also 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 of Business and Law**

---

RMIT University has a reputation for excellence in business and management education, providing high quality, industry responsive programs and research relevant to the national and global marketplace.

Our College of Business and Law has a proud history of providing programs that meet the evolving needs of students and industry. The College of Business and Law is one of the largest business schools in the Asia Pacific region and delivers industry-engaged education and applied research that spark ambition and new perspectives. Attracting over 31,000 students, programs are delivered in Melbourne, Vietnam, and via significant teaching partnerships in Singapore, China and Indonesia. We offer a broad range of programs in Business, ranging from Certificates up to PhD levels. Many programs articulate between Vocational Education and Higher Education, creating pathways for further study. The College also offers a range of Undergraduate and Postgraduate programs through RMIT Online.

The College continues to provide industry responsive programs relevant to both students and the future needs of employers with a wide range of award programs, executive education and training that can be tailored for the workplace. Alongside established programs covering international management education, financial markets, and international accounting and law, specialist programs such as entrepreneurship and logistics are offered. This breadth of programs offered is possible through collaborative and cooperative teaching and research and many Business students may find that they will be studying alongside peers from a variety of business disciplines throughout their time at RMIT.

RMIT College of Business and Law has a proud history of providing programs that meet the evolving needs of students and industry. All of our programs incorporate Work Integrated Learning (WIL) which means that our students are work-ready by the time they graduate. This embedded industry perspective places them ahead of their competitors in the job market, and provides an invaluable opportunity to start developing social and professional networks during their RMIT studies.

Our teaching staff deliver programs responsive to the latest industry requirements and are actively engaged in research and consultation to business and government. We also connect with the local Victorian community, businesses, research centres, governments and secondary schools in Australia to run projects, provide services, host conferences and provide networking opportunities for business leaders and alumni.

Click [here](#) for more information about the College.

## **Graduate School of Business & Law (GSBL)**

---

The Graduate School of Business & Law (GSBL), with the College of Business and Law, commenced operations in January 2010. In July 2010 the GSBL moved to the new Emily McPherson premises, opening an exciting new phase in RMIT's development of professional programs for the experienced, post-graduate business market.

GSBL's Department of Business Administration has one of the longest standing MBA programs in Australia, commencing the program in the mid-1970s. These programs are now delivered to over 1,000 students in the Melbourne and Vietnam campuses as well as online.

The Executive MBA program, proudly accredited by EFMD, is designed for full-time or part-time students, who are seasoned professionals with significant work and managerial experience looking to advance their careers. The program offers flexibility with block classes that can be completed intensively or on weekends,

allowing professionals to balance their careers with learning. The EMBA program provides a unique opportunity to engage in real-world industry projects, collaborate on global problem-solving, and work closely with industry leaders and executives to enhance research, consulting, and strategic thinking skills.

The MBA program accommodates recent graduates with less work experience, supporting their aspirations to develop leadership skills for future managerial roles. It also welcomes experienced professionals who are either emerging as leaders or transitioning into managerial positions, regardless of their relatively recent entry into such roles. The MBA program offers flexibility with both full-time and part-time study options, while most of our on-campus MBA students choose the immersive full-time experience. What truly distinguishes our MBA program is its remarkable global character and diversity. The GSBL's MBA community is a rich tapestry of cultures, as the program proudly welcomes a substantial number of international students who contribute to its vibrant international atmosphere. This international dimension offers MBA students a unique opportunity to collaborate, learn, and network in a globalised environment, preparing them for leadership roles in today's interconnected business world.

Click [here](#) for more information about the School.

---

### Position Summary

---

The Senior Lecturer will make substantial contributions to the teaching, research, and engagement activities in the department, school and university, and will play a significant role within the relevant professional and disciplinary areas in business and management. The Senior Lecturer will lead and conduct high-quality research, secure external funding, and produce high quality peer-reviewed journal articles to contribute to the strategic research priorities of the university and the department. Academics at the Senior Lecturer level or above are expected to take several leadership, service, and/or administrative tasks commensurate with their standing within the department. The Senior Lecturer may be responsible for managing educational programs as required. The incumbent is to develop and maintain high-quality, productivity-driven local, national, and global networks within and outside the university.

The Senior Lecturer will undertake the role of Executive MBA Director for the initial two years of employment, renewable based on performance. The Program Manager (EMBA Director) is a key academic leader responsible for overseeing the quality, relevance, and effectiveness of a specific suite of academic programs. They are expected to have a strong background in teaching and program coordination, both at RMIT University and beyond, and demonstrate expertise in innovative pedagogy and curriculum development. The role involves creating a supportive and collaborative teaching environment, fostering the development of teaching team members, continuously improving program performance, and serving as the primary point of contact for students. Program Managers also engage with various stakeholders, including industry advisory committees and alumni, and ensure compliance with university policies. Their responsibilities span program development, accreditation, and problem solving within the suite of programs they oversee, ultimately aiming to enhance student engagement, retention, success, and employment outcomes. Program Managers report to the Head of Department and work closely with Deputy Dean, Learning and Teaching and other internal/external stakeholders to fulfill their key accountabilities.

---

### Reporting Line

---

Reports to: Professor Joe Jiang (Head of Department, Business Administration)  
In relation to any program management, the Senior Lecturer reports to the Deputy Head of School (Learning and Teaching) or the Deputy Head of School/Dean (Discipline).

Direct reports: Nil

---

### 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**

---

Teaching, Research, and Service (Engagement). Within the teaching domain, their role encompasses leading, coordinating, and delivering exceptional instruction across a spectrum of academic levels, formats, and geographic locations, while also playing a pivotal role in curriculum design, management, and ongoing evaluation/improvement.

On the research front, they are expected to produce and publish research articles in esteemed journals on the MBA Quality Journals List, secure external research funding, and supervise higher degree research students.

Additionally, they actively engage in departmental and university service activities, including committee participation, administrative support for accreditations, and broader administrative or leadership tasks to fulfill the department's and university's objectives.

**Key Selection Criteria**

---

1. Demonstrated ability to innovate, develop, coordinate and deliver large and/or complex courses at undergraduate and postgraduate (MBA/EMBA) levels, including strong capabilities in implementing digitalised and transformative educational approaches.
2. Demonstrated strong capabilities in contributing to positive learning experiences of mature postgraduate students (e.g., MBA and EMBA students).
3. A strong track record of high-quality research outputs, as evidenced by a high proportion of articles in A/A\* journals on the Australian Business Deans Council (ABDC) 2022 list, including recent first lead-authored articles.
4. Demonstrated experience in seeking external funding, in collaboration with faculty members within the department as a project lead and an effective team member, to advance basic and applied research in business and management.
5. Demonstrated ability to supervise higher degree research students to on-time completion.
6. Extensive experience in managing postgraduate programs (particularly MBA/EMBA programs), including leveraging extensive industry experience and maintaining academic partnerships with corporate and public sectors.
7. High-level interpersonal, communication and collaborative skills, as evidenced by a record of working effectively with leaders, co-workers, students and other stakeholders.
8. Demonstrated experience in mentoring and supporting scholarly development of less-experienced faculty.
9. Demonstrated experience in financial, governance and quality management systems within a university.

**Qualifications**

---

**Mandatory:** PhD in Management: Specifically in Leadership, Organisational Behaviour, or Industrial and Organisational (I/O) Psychology.

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.

<b>Endorsed:</b>	Signature: Name: Title:	<b>Approved:</b>	Signature: Name: Title:
------------------	-------------------------------	------------------	-------------------------------

	Date:		Date:
--	-------	--	-------