



Position Description – Associate Professor

Position Details

| | |
|---------------------------|--|
| Position Title: | Associate Professor, Management |
| College/Portfolio: | College of Business and Law |
| School/Group: | Department of Business Administration, Graduate School of Business and Law |
| Campus Location: | Based at the Melbourne City campus, however may be required to work and/or be based at other campuses of the University. |
| Classification: | Academic Level D |
| Employment Type: | Continuing |
| Time Fraction: | 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 Associate Professor will provide leadership and foster excellence in teaching and research of the department, school and university, and translate the impact of education and research to the community, professional, government, commercial and industrial sectors. The Associate Professor is responsible for providing innovative and distinguished contributions to the department and the school to enhance discipline-relevant scholarly, research and professional capabilities and outcomes at a national and international level. The Associate Professor will also teach into postgraduate programs including MBA/Executive MBA, PhD, and/or undergraduate programs and make a significant contribution to teaching and learning in the discipline with the aim of improving student learning outcomes. The Associate Professor is also expected to take significant leadership, service, and/or administrative tasks commensurate with their standing within the department, school and university and external to the university, as appropriate. The incumbent is to innovate, develop and maintain high-quality, productivity driven local, national, and global networks within and outside the university, and leverage these resources to enhance of the national and international reputation of the department/school, particularly in the Asia Pacific region.

The Associate Professor 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)

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

The Associate Professor holds a pivotal role with diverse accountabilities encompassing Teaching, Research, and Service (Engagement). Within the academic realm, their responsibilities are comprehensive, spanning both undergraduate and postgraduate levels. They are tasked with advancing teaching and learning through program enhancements, curriculum innovations, and administrative duties. Furthermore, they lead, coordinate, and deliver courses across various platforms, including online and face-to-face, adapting to different locations, both within Australia and overseas.

In the realm of research, they significantly bolster the department's standing by consistently publishing articles in prestigious journals listed at the highest tiers of the MBA Quality Journals List. They also excel in obtaining external research funding and provide valuable guidance as they oversee the progress of higher degree research students. In service and engagement, the Associate Professor actively participates in departmental committees, administrative tasks, and accreditation processes, while also providing leadership and making notable contributions to the broader university community. Their multifaceted responsibilities reflect their crucial role in furthering the department's academic excellence and collegial environment.

Key Selection Criteria

1. Demonstrated success to innovate, develop, coordinate and deliver cutting-edge undergraduate and postgraduate (MBA/EMBA) courses, including strong capabilities in implementing digitalised and transformative educational approaches.
2. Sustained success in leading positive learning experiences of mature postgraduate students (MBA and MBA students), as evidenced by being a role model educator committed to research-driven, authentic and practiced-oriented learning.
3. An exceptional track record of top-quality research outputs, as evidenced by multiple articles in A* journals on the Australian Business Deans Council (ABDC) 2022 list, including recent, impactful articles published as a lead author.
4. Proven success in securing external funding, both as a project lead and a team member within the current department, to advance the scholarly and social impact of research in business and management.
5. A proven record of success in supervising higher degree research students to on-time completion and to generate high-quality publication outputs.
6. A successful track record in innovating and managing postgraduate programs of various size and complexity (particularly MBA/EMBA programs), including leveraging extensive industry experience and initiating and maintaining academic partnerships with corporate and public sectors.
7. Exceptional interpersonal, communication, and collaboration skills, evidenced through a distinguished record of strategic engagement with leaders, colleagues, students, and diverse stakeholders to foster a culture of academic excellence and innovation.
8. A distinguished record in mentoring and advancing the scholarly development of less-experienced faculty, significantly enhancing their research, teaching, and leadership capabilities to drive the department's academic growth.
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.

| | | | |
|------------------|--|------------------|--|
| Endorsed: | Signature: Name: Title: Date: | Approved: | Signature: Name: Title: Date: |
|------------------|--|------------------|--|