



Position Description – Associate Professor

Position Details

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| Position Title: | Associate Professor (Policy and Leadership) |
| College/Portfolio: | College of Design and Social Context |
| School/Group: | School of Education |
| Campus Location: | Based at the Bundoora West campus, but 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, according to the School's academic workload allocation model |

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 and Bundoora. Other locations include Point Cook, Hamilton and Bendigo, 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>

About the College of Design and Social Context

RMIT's College of Design & Social Context brings together creative and practical study in the fields of design, technology and society. Comprised of nine schools, the College encompasses a wide variety of disciplines of the built environment, education, media & communication, global & social studies and across all fields of art and design. It is this breadth of expertise and the shared commitment to addressing the most urgent challenges and opportunities of our time through interdisciplinary collaboration that gives the College its unique identity.

Our work makes substantive contributions to sustainability and regenerative futures, global and social justice agendas and exploring the nexus of technology and the human experience. We seek to deepen our understanding and offer possible paths forward for society by addressing these issues with imagination, rigour, and practicality. We do this through excellence in education and research that is future-focused, industry-connected and community engaged.

With over 21,000 students in Australia and Vietnam – from undergraduate students to PhD candidates – learning and researching with a team of over 1000 academics, we are dedicated to fostering an environment that advances knowledge and transforms professional practice. Through our highly respected research centres, groups and international partnerships, the College is having an impact globally with agenda-setting research that informs government policy, supports industry innovation and advances creative practice.

The College has a significant presence in Asia and Europe through higher education programs and active research projects. This includes programs at RMIT's Vietnam campus and with partner organisations in Singapore and Hong Kong, and research activity at RMIT Europe, the University's innovation hub in Barcelona.

The College is recognised globally for its standing across numerous fields with Art and Design maintaining its number one spot in Australia and the Asia-Pacific, and 19th globally, in the 2023 QS World Rankings by Subject. Architecture and the Built Environment ranks second in Australia and 25th globally while Communications and Media Studies is ranked fourth in Australia and in the top 50 globally.

For more information see www.rmit.edu.au/dsc

About the School of Education

The School of Education is one school within the College of Design and Social Context and offers undergraduate and postgraduate studies in education, pre-service teacher education, early childhood education, educational research, professional learning and short courses.

The school is committed to teaching, research and engagement that improves the quality of education, work and life for people and systems in formal and informal settings. Collaborating with a variety of partners, we strive to co-create teaching, learning and professional development experiences that are engaging, industry responsive and evidence informed. The school's research is innovative, with academic staff and HDR students employing a variety of traditional and cutting-edge methods and theories that contribute to our understanding of education in domestic and international education settings. We examine important educational issues, and work to contribute new insights that will advance equity, excellence, and efficiency that benefits individuals and educational organisations in the spirit of reconciliation.

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, and industry sectors. More specifically, the Associate Professor is responsible for providing original, innovative and distinguished

contributions to the School's teaching and research programs and 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 make a significant contribution to leading scholarship and building capacity for early and mid career academics.. 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 the new Master of Education and other various committees within the School, College and University and external to the University, as appropriate.

Reporting Line

Reports to: Dean, School of Education

In relation to any course coordination, the Lecturer is responsible to the relevant Program Manager.

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

1. Lead advancement of teaching in the discipline including initiating program improvements, improving academic standards, leading assessment design, conduct and moderation.
2. 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 College; supervising higher degree by research candidates.
3. Lead outstanding contribution to the teaching, research and/or scholarship activities of the School of Education, including a large organisational unit, or interdisciplinary area.
4. Make an outstanding contribution to the governance and collegial life inside and outside of the University.

Key Selection Criteria

1. Demonstrated ability to direct and lead an award program/s and implement program improvements and innovative approaches to student-centred learning and quality improvement programs.
2. Nationally recognised research track record including substantial record of research outputs in high quality outlets and emerging international recognition.
3. 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.
4. Extensive experience in supervising higher degree by research candidates to maximise research performance.
5. Demonstrated ability to lead scholarly development and manage and supervise academic teams and members.

6. 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.
7. Proven ability as an effective member of a management team that develops and achieves shared goals and objectives.

Qualifications

Mandatory: PhD or equivalent¹ in relevant field.

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.

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

¹ Equivalence is defined in the exemption criteria at **Appointment of staff without Doctoral qualifications** instruction

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