



## Position Description – Associate Director, Learning Experience

### Position Details

---

<b>Position Title:</b>	Associate Director, Learning Experience
<b>College/Portfolio:</b>	Vocational Education
<b>School/Group:</b>	Learning & Teaching
<b>Campus Location:</b>	Based at the CBD campus but may be required to work and/or be based at other campuses of the University.
<b>Classification:</b>	HEW 10A

**Employment Type:** Fixed term to 31.07.2027

**Time Fraction:** 1.0 FTE

### RMIT University

---

RMIT is a leading multi-sector university of technology, design and enterprise with more than 91,000 students and 11,000 staff globally. We offer postgraduate, undergraduate, vocational education and online programs to provide students with a variety of work-relevant pathways.

Our purpose is to offer life-changing experiences for our students, and to help shape the world with research, innovation, teaching and industry engagement. With strong industry connections forged over 130 years, collaboration with industry remains integral to RMIT's leadership in education, applied and innovative research, and to the development of highly skilled, globally-focused graduates.

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.

We are also committed to redefining our relationship in working with and supporting Aboriginal 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

We're proud to share with you:

- The launch of our second **Reconciliation Plan for Dhumbah Goorowa**– a “**commitment to share**” - **an important step in our reconciliation journey**.
- RMIT University is an **Athena SWAN** member with Bronze Award accreditation and the College of Science, Engineering and Health is central to driving improvements in gender equality, diversity and inclusion, particularly in the Science, Technology, Engineering, Mathematics and Medicine (STEMM) disciplines.
- RMIT was placed **10th in the 2019 Randstad Employer Brand Research Awards**, up five spots from 2018.
- We were named as an **Employer of Choice for Gender Equality** by the Workplace Gender Equality Agency in 2019.
- We achieved **Gold Employer status for LGBTIQ** inclusion in the Australian Workplace Equality Index (AWEI) in 2018 and now in 2019.
- We were recognised as a **top five employer in 2018 for workplace accessibility** with the Australian Network on Disability.

## RMIT Standings in university rankings

RMIT has a deep commitment to innovation, research and teaching, we are a 5-Star university under the QS Stars international evaluation system and are **238th globally in QS World University Rankings 2020** (moved up 12 places compared to 250th last year), being also 32nd in the world among universities less than 50 years old (2014 QS Top 50 Under 50 index). Additionally:

- In the 2019 QS World University Rankings by Subject, RMIT was positioned 12th in the world (highest ranked in Australia) in Art and Design, 22nd in the world (fourth highest in Australia) in Architecture and the Built Environment, and 37th in Media and Communications. We are also among the world's top 100 universities in Engineering (Civil and Structural; Electrical and Electronic; and Mechanical, Mechanical, Aeronautical and Manufacturing); Accounting and Finance; and Business and Management Studies).
- In the 2018 QS Rankings by Subject, RMIT was ranked 11th in the world and number one in the Asia Pacific for Art and Design, and 26th in Architecture and the Built Environment. RMIT is also among the world's top 100 universities in Engineering (Civil and Structural; Electrical and Electronic; and Computer Science and Information Systems); Accounting and Finance; Business and Management Studies; and Communication and Media Studies. The 2018 Shanghai Ranking's Global Ranking of Academic Subjects highlighted RMIT's strength in Engineering and Technology in particular.
- In the specialised rankings, RMIT is ranked 77th in the QS Graduate Employability Rankings 2020 and 82nd in the inaugural Times Higher Education University Impact Rankings 2019.
- RMIT also ranks in the world's **top 400** in the 2019 Academic Ranking of World Universities and in the world's **top 400** in 2020 Times Higher Education World University Rankings.

For more information, visit [rmit.edu.au/about](https://rmit.edu.au/about)

## College of Vocational Education

---

The purpose of RMIT's College of Vocational Education is to empower learners and our industry, community and government partners to succeed in the new world of work. Our five-year strategic roadmap, [ALIVE@RMIT](#), purposefully guides everything we do in vocational education to deliver our vision: to position RMIT as a leading multi-sector provider with global impact and influence.

Led by our Pro Vice Chancellor, the College of VE is reimagining how we deliver vocational education to create unique experiences for our students and partners, so we can:

- lead in practice-based learning

- empower learners for the future of work
- engage industry and community at scale
- growth for impact and influence

The College of VE is delivering impact through transformation that creates long-term change.

## Learning & Teaching

Guided by our student-centered approach, the College of VE empowers high-performing educators to deliver exceptional learning experiences by:

- Accelerating online delivery and embedding learnings from COVID-19 and
- Enabling a new and unique approach to practice-based learning

With a central focus on learning and teaching innovation, driven by a culture of continuous improvement and underpinned by strong governance, the College of VE strives for excellence in quality, compliance and policy oversight.

## Position Summary

---

The Associate Director, Learning Experience is responsible for shaping and executing strategic initiatives that elevate the student experience and drive excellence in teaching and learning. This role provides high-level leadership in the uplift of teacher capability, the integration of Indigenous learning and teaching practices, and the advancement of innovative learning and teaching practices. The role will utilise a range of metrics to inform areas of focus and contribute to achieving the College of Vocational Education's strategic roadmap.

The Associate Director, Learning Experience leads teams in four key streams of work:

- *Learning & Teaching Innovation*: identify, test and then support program teams to embed innovative learning & teaching practices for program uplift,
- *Teacher Capability team*: collaboratively design and deliver in-house educator professional development and teacher capability building,
- *Indigenous Learning*: lead and proactively support programs teams to embed Indigenous L&T,
- *Innovation Projects*: Responsible for a range of education solution design projects with funding up to \$10M.

The Associate Director, Learning Experience will work across the entirety of the College and within Industry clusters to achieve superior student and employer outcomes, in addition to working collaboratively with other Colleges and central support areas as needed.

## Reporting Line

---

Reports to: Associate Deputy Vice Chancellor, Learning & Teaching

Direct reports: 4, Indirect approx. 25

## 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.

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

---

- Provide strategic advice to the Associate Deputy Vice Chancellor, Learning & Teaching on learning and teaching innovation to improve program and course design and to action opportunities aligned with College of Vocational Education's strategic Roadmap.

- Provide thought leadership and strategic direction for the College's learning design, development and production practices to develop innovative and evidence-based learning environments that are strategically aligned with best practice, RMIT design principles and L&T policies and procedures and quality frameworks.
- Manage continuous improvement by regularly monitoring, reviewing, evaluating and reporting to College Executive on service quality and effectiveness.
- Promote and manage connections and relationships for enhancement in learning and teaching initiatives within Industry Clusters, College learning and teaching teams and key internal partners in the Colleges and the central learning and teaching team.
- Manage L&T projects including scoping, budget, resourcing, reviews and approvals, balancing priorities and ensuring project timelines and milestones are met.
- Lead program and course reviews, identify areas for improvement and recommend actions to address these, and support program teams to take appropriate action.
- Collaborate with program leadership and Partnerships team to understand current and future learning methodologies and products and provide strategic codesigned solutions.
- Foster engagement in learning and teaching through a range of strategies such as professional development programs for staff, learning and teaching awards.
- Participate in relevant committees and working parties as required.
- Maintain a high level of teaching and learning expertise through staying abreast of current innovative practices and research and new and emerging technologies.
- Perform other duties as assigned by the Manager.

### Key Selection Criteria

---

1. Strong leadership skills and demonstrated experience implementing quality learning design processes and improvements to enhance the learner experience and improve student outcomes.
2. A strong record of innovative teaching underpinned by a deep understanding of contemporary learning and teaching theory and the capacity to exercise strategic and practical leadership.
3. Demonstrated experience leading teams, managing staff performance and mentoring and supporting teams encouraging learner-centric mindset to achieve best practice.
4. Demonstrated experience successfully leading complex education-based projects and capability building initiatives.
5. Demonstrated ability to draw upon new and emerging technologies and practices, and drive the uptake of innovative tools, learning methodologies and assessment pedagogies.
6. Experience in developing, leading and supporting program improvement in ASQA and TEQSA regulatory environments, with an understanding of pathways.
7. Highly developed interpersonal and relationship management skills, including the ability to liaise with both internal and external clients from a variety of cultural backgrounds and organisational levels.

### Qualifications

---

Relevant qualifications and proven expertise in the leadership of operational teams in an educational environment, and relevant industry experience.

Note: Appointment to this position is subject to passing a Working with Children check

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