



Position Description – Associate Professor

Position Details

Position Title:	Associate Professor
College/Portfolio:	STEM College
School/Group:	School of Engineering
Campus Location:	Primarily based at City campus, and the potential to work across other RMIT campuses as required.
Classification:	Academic Level D
Time Fraction:	1.0 FTE
Employment Type:	Continuing
Reporting Line:	Head of Department
No. of Direct reports:	N/A

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.



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.

STEM College

The STEM College holds a leading position and expertise in the science, technology, engineering, mathematics and health (STEM) fields. We are uniquely positioned to influence and partner with industry, as never before.

STEM College is a community of exceptional STEM researchers, teachers, inventors, designers and game-changers, supported by talented professional staff. We offer higher education programs across all STEM disciplines at the Bachelor, Master and PhD levels, and ensure our students experience an education that is work-aligned and life-changing.

The College is renowned for its exemplary research in many STEM areas including advanced manufacturing and design; computing technologies; health innovation and translational medicine; nano materials and devices; and sustainable systems. Our brilliant researchers attract funding from government and industry sources.

Industry is at the heart of what we do. It ensures our research has real world impact, and our students are truly work-ready. Under the leadership of DVC STEM College & Vice President, Digital Innovation, we have established new hubs of industry-connected digital innovation and endeavour and are engaging with global STEM organisations at scale.

Our diversity and shared values empower our work, and we are proud of the College's inclusive, caring culture. We offer a safe, dynamic work environment, and support every member of our community to achieve their potential. The College appointed Victoria's first ever Dean of STEM, Diversity & Inclusion in 2020, and this role drives gender equity, diversity and inclusion strategies across the College.

STEM College employs 1,000 staff who deliver onshore and offshore programs to approximately 20,000 students.

We are here to positively impact the world and create the next generation of STEM leaders.

www.rmit.edu.au/seh

School of Engineering

The School of Engineering is one of the largest Engineering Schools in Australia. It has over 350 staff and 7000 students, including 750 HDR students. The School is committed to driving innovation and collaboration through our industry partnerships. Our industry partners range from small companies to multinational organisations and we work together on translating our research into impact for our partners and the wider community.

The School has six Departments:

- Aerospace Engineering
- Biomedical Engineering
- Chemical and Environmental Engineering
- Civil and Infrastructure Engineering
- Electrical and Electronic Engineering
- Mechanical, Manufacturing and Mechatronics Engineering

In 2023 the School developed a new strategic plan, which will see an increasing emphasis on engagement with industry and other external partners. The School is developing new industry led degrees, where our students learn whilst working for companies, as well as innovation hubs where we will co-locate industry partners, our research teams and our undergraduate students.

Over the next three to five years the School of Engineering will support these new strategic plans through investments in new facilities. This will include reimaging our teaching laboratories, where we will use new digital technologies to enhance the student experience, as well as research labs where partnerships with industry will enable us to maintain leading research facilities. The STEM College is also developing plans for a large new building in the Melbourne City Campus, and the School of Engineering is expected to hold significant space in this new building.

RMIT is a global university, and the School of Engineering has students and research partners across South East Asia and Europe. This includes two campuses in Vietnam, as well as partnerships in Hong Kong, Singapore and we recently entered into a partnership with the Birla Institute of Technology and Science in India. The School also has a research centre in Barcelona, which provides access to European funding and industry partners. The School will continue to grow our international activities with the aim of becoming a globally connected School that translates technologies and training across continents.

Department of Electrical & Electronic Engineering

The Department of Electrical & Electronic Engineering is one of the largest departments in the university and carries a high level of reputation for its huge success in research and innovation. It houses internationally renowned academics recognised for their fundamental and original contributions to the field and is highly successful in acquiring large amount of research grants supporting more than 50 researchers. The key research areas in the department include photonics and optical systems, electrification, sensors, materials and electronic manufacturing, power and automation/control, and telecommunication systems and networks.

In 2025, the department's research grant income exceeded \$17 million, with nearly \$65 million secured over the past five years.

The Department's success in leading a \$70M research centre, the Australian Research Council Centre of Excellence in Optical Microcombs for Breakthrough Science (COMBS), is transforming the world's most accurate measurement tool-the optical frequency comb - from large and complex laboratory based research instrumentation into a chip the size of a fingernail. The centre aims to create impact spanning spectroscopy, microscopy, astronomy, precision measurement and telecommunications. In the electronic manufacturing area for transforming ideas into products, the University has established a research hub together with the State Government called the D2D (discovery to device) facility which is led by the Department. The \$15M small volume manufacturing D2D capability transforms ideas into products through prototyping and upscaling to create real-world impact. The Centre for Opto-electronic Materials and Sensors (COMAS) pioneers revolutionary materials through atomic-level manipulation, making fundamental advances in miniaturised, atomically-thin devices that integrate optics, electronics, signal processing and AI with brain-like computing tailored to deployment scenarios. The Department recently has established the first national centre for electrification in Australia funded by the ARC through the Industrial Transformation Training Centre (ITTC) in Electrifying Australia for a Net-zero Future. The Department has very strong engagements with the defence industry and the Department of Defence through the Defence Science & Technology Group (DSTG). The area of research are multi-aperture radars to the design & development of RF systems, antennas and materials, and the development of novel space & wireless communications techniques for improved resilience and security.

The department provides a diverse range of programs for undergraduate and postgraduate students. Undergraduates can pursue single degrees in Electrical Engineering, Electronic & Computer Engineering, or Software Engineering, along with two double-degree options. Postgraduate students have three degree program choices. The curriculum spans various crucial areas, including;

- Electrical, Power, Control and Automation
- Analog/Digital, RF and micro electronics
- Embedded, Computer and Software
- Communication and Networks

The Department also delivers offshore teaching programs in Hong Kong and India. The department has a wide range of industry partnerships ranging from funded research projects, work integrated learning, student placements and student project co-supervisions. Our graduates are highly regarded by the industry for having extensive hands-on experience and practical knowledge delivered through our teaching programs using a vast range of state-of-the-art laboratory facilities.

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, commercial and industrial sectors. More specifically, the Associate Professor is responsible for providing original, innovative and distinguished contributions to the School's programs 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 also teach and make a significant contribution to teaching and learning in the discipline with the aim of improving learning outcomes for students. 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 various committees within the School, College and University and external to the University, as appropriate. The Associate Professor may be appointed as Deputy Head of School/Dean for a specific discipline or to provide strategic leadership for learning and teaching or research and scholarship.

Key Accountabilities

1. Lead advancement of teaching in a range of areas on communication engineering, network engineering & security of computer networks and telecommunications infrastructure, wireless and space communication; 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 in a range of areas on communication engineering, networks and security, 6G and beyond, aerial and space communications with advanced levels of hands on practices with testbed development skills and

solid theoretical knowledge; 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 an organisational unit, 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 an award program/s and implement program improvements and innovative approaches in a range of areas on communication engineering, network engineering & security of computer networks and telecommunications infrastructure, wireless and space communication 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 in a range of areas on communication engineering, networks and security, 6G and beyond, aerial and space communications with advanced levels of hands on practices with testbed development skills and solid theoretical knowledge 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. Possesses advanced technical skills and extensive hands-on experience in the design, development, integration, and validation of telecommunications systems, with strong theoretical foundations. Demonstrated expertise includes a selective-combination of following areas but not limited to; software-defined radios (SDRs), RFSocS, RF and millimetre-wave (mmWave) systems and devices, high-speed signal processing and embedded system design, network simulators and emulators, network security simulators, network-testbeds (e.g. ORAN) with commercial grade opensource systems.
5. Proven capability in developing and operating research testbeds and experimental platforms for the evaluation and demonstration of advanced communication and networking technologies and applications.
6. Extensive experience in supervising higher degree by research candidates to maximise research performance.
7. Demonstrated ability to lead scholarly development and manage and supervise academic teams and members.
8. Demonstrated understanding of and commitment to financial, governance and quality management systems within a University.
9. 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.
10. Proven ability as an effective member of a management team that develops and achieves shared goals and objectives.

Qualifications

Mandatory: PhD in Engineering in the related discipline

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.