



## Position Description –Associate Professor, Genomics and Genetics

### Position Details

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<b>Position Title:</b>	Associate Professor, Genomics and Genetics
<b>College/Portfolio:</b>	STEM College
<b>School/Group:</b>	Department of Biology, School of Science
<b>Campus Location:</b>	Based at the Bundoora West campus but may be required to work and/or be based at other campuses of the University.
<b>Classification:</b>	Academic Level D
<b>Employment Type:</b>	Continuing
<b>Time Fraction:</b>	1.0 FTE

### RMIT University

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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

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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/Portfolio/Group

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### 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](http://www.rmit.edu.au/seh)

### School of Science

The School of Science delivers excellence in applied research and education, engaging in strong impactful industry partnerships and producing skilled, industry-ready graduates. The School employs over 130 academic and around 100 FTE research staff. The School is comprised of five academic Departments:

- Applied Chemistry and Environmental Sciences
- Biology
- Food Technology and Nutrition
- Mathematics and Geospatial Sciences'
- Physics

The School has a diverse research portfolio across science and mathematics with international research excellence in quantum science technologies, advanced materials chemistry and catalysis and in water and environmental sciences; in addition to emerging strengths in medical (bio)-technologies, geospatial technologies, mathematics and future food technologies. Annual research income for the School is around \$20 million and the School has just under 400 Higher Degree by Research students.

The School delivers high-quality applied, authentic and active industry-engaged education and teaching to over 3,000 undergraduate- and postgraduate-taught students across 10 ongoing undergraduate and six postgraduate programs, in addition to offshore partnerships and delivery, including in China and Vietnam. Across learning and teaching and research, the School partners actively with industry and external stakeholders in Australia and internationally, delivering innovation, research translation and providing knowledge and real-world solutions for societal good and to enhance sustainable development. The School is strongly committed to promoting and enhancing diversity and inclusion and seeks also to activate and further develop its commitment to and activities in reconciliation and responsible practice. Details of the School can be found at:

<https://www.rmit.edu.au/about/schools-colleges/science>

## Department of Biology

The Biology Department at RMIT University is a dynamic department for applied research and education, addressing global health, agricultural and environmental challenges through innovation, industry collaboration, and hands-on scientific training.

Home to leading academics and researchers, we conduct cutting-edge research in genomics, ecology, cell and molecular biology, microbiology, ecotoxicity, and immunology. RMIT's emphasis on industry engagement and innovation ensures that research outcomes have real-world impact, fostering collaborations with healthcare providers, government agencies and regulators, and biotechnology companies. Our research also aligns with the United Nations Sustainable Development Goals (SDGs), contributing to Good Health and Well-being (SDG 3), Clean Water and Sanitation (SDG 6), Climate Action (SDG 13), Life Below Water (SDG14), and Quality Education (SDG 4).

Students benefit from hands-on learning in modern laboratories, gaining technical skills and experience through research projects and industry placements. Undergraduate and postgraduate programs are designed to prepare graduates for careers across academia, health, agriculture, environmental science, and the biotechnology sector.

With a commitment to sustainability, global collaboration, and community engagement, the Biology Department at RMIT University plays a critical role in shaping the future of science and improving lives.

### Position Summary

The Associate Professor (Genomics and Genetics) will provide leadership and foster excellence in teaching and research efforts on population genomics, ecogenomics, genetics, epigenetics, bioinformatics, and/or related topics within the school, within the University, and with the community, professional, commercial and industrial sectors. More specifically, the Associate Professor (Genomics and Genetics) is responsible for providing original, innovative and distinguished contributions to the school's 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 (Genomics and Genetics) will make a significant contribution to teaching and learning in the Department of Biology via teaching and/or course coordinating, with the aim of improving learning outcomes for students. The Associate Professor (Genomics and Genetics) 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 (Genomics and Genetics) will have a strong research program which aligns with the Department of Biology, School of Science and/or RMIT research priorities. Candidates holding current grants in a relevant research area will be viewed advantageously. This strategic appointment will enhance our research strengths in evolutionary biology, environmental adaptation, conservation genomics, ecological genomics, and computational biology. The successful candidate will play a key leadership role in delivering innovative research, supervising higher-degree research students, developing industry and community partnerships, and contributing to the academic excellence and teaching priorities of the department. The Associate Professor may be appointed in the future as Deputy Head of School/Dean for a specific department or to provide strategic leadership for learning and teaching or research and scholarship.

### Reporting Line

Reports to: Head of Department and Associate Dean, Department of Biology  
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**

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1. Lead advancement of teaching in the department including initiating program improvements, improving academic standards, leading assessment design, conduct and moderation.
2. Lead research contribution in their discipline (population genomics, ecogenomics, genetics, epigenetics, bioinformatics and/or a related discipline) at national and international level including developing highly successful research teams; leading publication effort of research team/s; identifying and securing 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.
5. Foster research that integrates Indigenous knowledge systems, promotes biodiversity protection, or supports climate-resilient ecosystems.

### **Key Selection Criteria**

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1. Demonstrated ability to direct 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 on the topic of population genomics, ecogenomics, genetics, epigenetics, bioinformatics and/or a related field in high quality outlets and emerging international recognition.
3. Extensive experience in research leadership in the fields of population genomics, ecogenomics, bioinformatics or a similar field 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. Demonstrated experience in undertaking multidisciplinary research and working in diverse research teams.
5. Extensive experience in supervising higher degree by research candidates to maximise research performance.
6. Demonstrated ability to lead scholarly development and manage and supervise academic teams and members.
7. Demonstrated understanding of and commitment to financial, governance and quality management systems within a University.
8. 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.
9. Proven ability as an effective member of a management team that develops and achieves shared goals and objectives.

### **Qualifications**

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**Mandatory:** PhD 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.

**Preferred:** Completion of the [Intro to Learning and Teaching Course \(Login required\)](#) or possess (or eligible to apply for) appropriate [HEA Fellowship \(login required\)](#).

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