



## Position Description – Associate Professor

### Position Details

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<b>Position Title:</b>	Associate Professor
<b>College/Portfolio:</b>	STEM College
<b>School/Group:</b>	School of Engineering
<b>Campus Location:</b>	Based at city 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 appointment
<b>Time Fraction:</b>	1.0 FTE

### RMIT University

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RMIT is a multi-sector university of technology, design and enterprise with more than 96,000 students and close to 10,000 staff globally. 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.

<https://www.rmit.edu.au/about>

<https://www.universitiesaustralia.edu.au/university/rmit-university/>

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>

## STEM College

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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 Engineering

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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.

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## Department of Electrical & Electronic Engineering

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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
- Sensors, materials and electronic manufacturing
- Power and automation/control, and
- Communication and networks.

In 2024, the department's research grant income exceeded \$10 million, with nearly \$50 million secured over the past five years. This funding was derived from a diverse portfolio of grants spanning categories 1-4, including ARC Centre of Excellence (CoE), ARC Transformation Hub, and ARC Discovery Projects, alongside prestigious fellowships like the ARC Future Fellowship and ARC Industry Fellowship.

The Department's recent \$35M ARC CoE in Optical Microcombs for Breakthrough Science (COMBS) is a significant achievement, focusing on devices that convert electronic signals to light waves. This research aims to advance fields like spectroscopy, microscopy, space technology, sensors, and optical telecommunications. The Micro Nano Research Facility (MNRF) largely operated by the department provides a cutting-edge, 1000-square-meter hub, with nine labs to support the design and development of these advancements. 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 resulting cross-sector innovations in smart sensors and surfaces are creating impact in industries from defence and space to energy, environment, health and agriculture, driving a sustainable future.

The Department 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. Electrifying households, industries, and transport systems, combined with generation from renewable sources, play critical roles in decarbonising energy and transport. The Centre leads university-industry collaboration on several aspects of electrification, ranging from consumer-centric action plans and new technologies to grid modernisation. The Department hosts the EV Living Lab which is Australia's first facility dedicated to studying EV-grid integration.

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 ranges from multi-aperture radar systems to the design and development of RF systems, antennas and materials, and the development of novel space and wireless communications techniques for improved resilience and security. With the research facilities including an anechoic chamber and Advanced Wireless Laboratory the group conducts both fundamental and advanced research in next generation communication systems and networks paving way through from 5G to 6G systems and space communication systems partnering with the industry.

The rich partnerships with the industry provide a very strong foundation for the department's practices and strategies in delivering the needed services in teaching, graduate training, research and innovation. We collaborate with several multinational companies, power distributors, equipment manufacturers, telecom operators, defence industries, SMEs and start-ups.

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 and Digital 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.

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### 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, you will be responsible for providing original, innovative and distinguished contributions to the School's programs for maintaining and advancing your scholarly, research and/or professional capabilities relevant to this discipline at a national and international level.

As the Associate Professor, you will make a significant contribution to teaching and learning in the discipline with the aim of improving learning outcomes for students. You will also 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.

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### Reporting Line

Reports to: Head of Department, Department of Electrical & Electronic Engineering

Direct Reports: N/A

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### 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.

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### Key Accountabilities

1. Lead advancement of teaching in optical, electronic and communication engineering including initiating program improvements, improving academic standards, leading assessment design, conduct and moderation.

2. Lead research contribution in photonic information processing and/or quantum photonics and related areas 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 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. Participate in School and College strategy development and governance and make a significant contribution to administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level, which may include program management of a large award program or a number of smaller award programs.

### Key Selection Criteria

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1. Demonstrated ability to coordinate & teach courses in optical, electronic and communication engineering; 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 in photonic information processing and/or quantum photonics and related areas 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 understanding of and commitment to financial, governance and quality management systems within a University.
7. 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.
8. 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.