



## Position Description – Associate Professor

### Position Details

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**Position Title:** Associate Professor

**College/Portfolio:** STEM College      **School/Group:** School of Health and Biomedical Sciences

**Campus Location:** Primarily based at Bundoora campus, and the potential to work across other RMIT campuses as required.

**Classification:** Academic Level D

**Time Fraction:** 1.00 FTE

**Employment Type:** Continuing

**Reporting Line:** Head of Department, Medical Sciences

**No. of Direct reports:** 5-10

### RMIT University

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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?

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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.



**Inclusion   Imagination   Integrity   Courage   Passion   Impact**

Learn more about our values: <https://www.rmit.edu.au/about/our-strategy/values>

## Organisational Accountabilities

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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

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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

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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 of

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.

## School of Health and Biomedical Science

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The School of Health and Biomedical Sciences comprises three Academic areas:

- Clinical Sciences
- Health Sciences
- Medical Sciences

Primarily based at the RMIT Bundoora campus, we undertake teaching and research across the disciplines of: Biomedical Science, Laboratory Medicine, Medical Radiations, Nursing, Osteopathy, Chiropractic, Chinese Medicine, Pharmacy, Pharmaceutical Science, Physiotherapy and Psychology.

The School's research was ranked as **well above world standard** in clinical science, complementary and alternative medicine, medical physiology, microbiology and pharmacology & pharmaceutical sciences, and above world standard in psychology, public health & health service and medical & health sciences. We have a strategic focus on chronic disease and integrative health care with globally distinctive research strengths in respiratory health, neuroinflammation, translational immunology and infection, cancer diagnostics and therapeutics, and cross-cutting themes of: Lifestyle Medicine, Digital Health, Indigenous Health, Ageing in Health & Disease, and Medical Devices, Diagnostics and Prognostics. Research and Learning and Teaching innovation within the School is supported by a world class simulated hospital, digital human anatomy facility, state-of-the-art equipment and fully equipped laboratories and medical radiations facilities as well as a significant number of national and international partners.

Details of the School can be found at: <https://www.rmit.edu.au/about/our-education/academic-schools/health-and-biomedical-sciences>

## Position Summary

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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

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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 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**

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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 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

### **Working with Children Check**

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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.