Position Description – Director, Enabling Impact Platform (Design and Creative Practice)

Position Details

Position Title: Director, Enabling Impact Platform (Design and Creative Practice)

College/Portfolio: Research & Innovation **School/Group:** Research & Innovation Capability

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

Classification: Academic Level E

Time Fraction: 1.0 FTE

Employment Type: Fixed Term 5 years

Fixed Term Reason: Specific Task or Project

Reporting Line: Associate Deputy Vice-Chancellor, Research & Innovation Capability

Direct reports: EIP Operations Officer (0.5FTE)

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.



Inclusion Imagination Integrity Courage Passion Impact

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.

Research & Innovation Portfolio

RMIT's Research and Innovation Portfolio supports researchers to help shape the world. The portfolio has an engaged, energetic, talented and collaborative team focused on enabling excellent research and innovation outcomes. With a global presence, community and industry connections, we support cutting-edge research and careers that make a positive impact on communities.

The Research and Innovation Portfolio supports researchers and graduate researchers with research partnerships, grants and research contracts, funding opportunities, capability development, research training, ethics and integrity, intellectual property, commercialisation, internships, communication and profile.

Find out more about research and innovation at RMIT University and the Research and Innovation Portfolio at http://www.rmit.edu.au/research/

Research & Innovation Capability

Part of the Research and Innovation Portfolio, Research & Innovation Capability builds strategic capability and capacity to drive research excellence and create impact from research. The Research & Innovation Capability function is responsible for:

- Development and deployment of interdisciplinary research and innovation capability through RMIT's eight Enabling Impact Platforms (EIPs), with an emphasis on deploying strategic capability for impact
- Designing, developing and delivering enterprise-wide programs that foster engagement and build researcher capability, with an increasing focus on growing impact literacy; and

- Strategic talent development and retention via coordination of RMIT's Vice-Chancellor's Research Fellowship Scheme and other enterprise researcher support programs.

Enabling Impact Platforms

The Enabling Impact Platforms (EIPs) were established to bring together whole-of-university capability, collaborating with industry, government and community to pursue impact-focussed research and solve complex local, national and global challenges with innovative multi-disciplinary solutions. The EIPs aim to ensure RMIT's research creates value and benefit for our research partners and in doing so creates impact for the economy, environment and society.

Position Summary

The EIP Director provides strategic leadership in shaping capability development and deployment efforts across the University to deliver impactful research outcomes, with a strong focus on driving research translation through strategic collaboration with our external partners (industry, government, and community). The Director is a strategic enabler, catalyst and intermediary who connects capability with the needs of RMIT's partners and stakeholders, providing high levels of domain knowledge and thought leadership to influence the development of practices and policy that are of strategic importance to the future direction of RMIT's research, innovation and entrepreneurship aspirations, with a particular focus on achieving impact from research.

This position requires strong dynamic leadership, collaboration, management, strategic planning and research management experience, and the ability to lead and influence internal and external stakeholders across the research and innovation ecosystem. This position will suit a senior leader who is passionate about working in, and contributing to, a highly collegiate leadership culture focused on building collaboration across traditional discipline and institutional boundaries.

In summary, EIP Directors are strategic leaders and enablers, with a service leadership approach, who are able to:

- strategically shape capability development and deployment initiatives to meet emerging and future needs
- activate their personal networks and engage with industry and external stakeholders to support the development of new opportunities for impactful capability deployment
- support the development of effective pathways to impact and influence
- act as a catalyst for the development and delivery of major cross-cutting initiatives
- lead and manage major, complex strategic relationships
- deliver on the EIP Program's goals and priorities, which contribute to supporting the University's strategy.

This position is part of a collegial EIP Director leadership team that works together to make collective recommendations and decisions on both EIP Program level matters, and broader Research & Innovation Portfolio strategies.

Prospective EIP Directors can be active research leaders in their personal areas of research. Time allocation for the pursuit of personal research activities up to a maximum of 40% and to be negotiated in consideration of alignment with the requirements of the role and EIP Priorities. Where appropriate, suitable appointees may also be offered a continuing academic position.

Key Accountabilities

1. Provide strategic, collaborative, and service leadership to develop and deploy fit-for-purpose research and innovation capability that meets the needs of RMIT's partners and stakeholders
2. Lead collaborative efforts to develop major initiatives and institutional relationships, especially across disciplinary boundaries
3. Enable and support pathways to impact through strategic capability deployment and translation of research, including cultural change broadly across the research and innovation ecosystem
4. Inspire, support, enable and empower emerging researchers through promoting development, mentoring and networking opportunities, and where relevant, through personal research leadership

5. Proactively collaborate in raising awareness and engagement of the Platform and more broadly the EIPs, with internal and external stakeholders, including through strategic communications, outreach and engagement
6. Provide thought leadership on issues of strategic importance

Key Selection Criteria

1. Demonstrated experience of developing, leading or managing research initiatives and programs in one or more areas of relevance to the Platform; and/or demonstrated experience of developing a research innovation and entrepreneurship ecosystem.
2. Demonstrated experience in identifying, developing and deploying research and innovation capability to meet the needs of partners and stakeholders.
3. Demonstrated track record of successfully fostering collaboration with partners and/or networks to achieve real world impacts and implementing impact-driven delivery models within a diverse research environment.
4. Demonstrated experience in undertaking, enabling and supporting research translation.
5. Excellent communication and stakeholder engagement skills, particularly in developing partnerships internally and externally.
6. Demonstrated ability to lead and formulate fit-for-purpose solutions in complex and diverse research and innovation ecosystems.
7. Demonstrated ability to be innovative, think strategically and implement a strategic vision.
8. Demonstrated ability to provide high level strategic thought leadership.
9. Passion and expertise in influencing and driving continuous culture change with regard to academic and non-academic impact of research.
10. Demonstrated history of behaviour aligned to the RMIT values (inclusion, imagination, agility, courage, passion and impact) and RMIT's *Leadership* and *Educator & Researcher* frameworks.

Qualifications

A PhD (or equivalent experience) in a relevant field and substantial experience in research leadership.
For academic appointments, an underlying substantive continuing Professorial position can be discussed.

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.

Endorsed:	Signature: Name: Title: Date:	**Approved:**	Prof. Calum Drummond AO Title: Deputy Vice Chancellor Research & Innovation & Vice President Date: