



Position Description – Dean, Economics, Finance and Marketing

Position Details

Position Title:	Dean, School of Economics, Finance and Marketing		
College/Portfolio:	College of Business and Law		
School/Group:	School of Economics, Finance and Marketing		
Campus Location:	Primarily based at the Melbourne City campus, but at times there will be work across other RMIT campuses, in Australia and overseas.		
Classification:	Executive Level 1	Time Fraction:	1.0
Employment Type:	Fixed Term 5 years		
Fixed Term Reason:	Executive Appointment		
Reporting Line:	Deputy Vice Chancellor (College of Business and Law) and Vice President		
No. of Direct reports:	5 direct reports and 1 dotted line report		

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 Australian campuses are located.

We are deeply committed to responsible practice, 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.

College of Business and Law

As a College with one of the largest Business Schools in the Asia Pacific region, the College of Business and Law is comprised of five schools – four in Melbourne and one in Vietnam - delivering a broad range of programs in Business and Law, ranging from Certificates up to PHD levels. Many programs articulate between Vocational Education and Higher Education, creating pathways for further study. RMIT Business programs are delivered in Melbourne, Vietnam, Singapore, and Shanghai. The College employs over 1000 staff and delivers programs to approximately 26,000 students.

In line with RMIT's vision to be recognised as a global university of technology, design and enterprise, the College mission is to deliver in a global context innovative, industry-engaged education and applied research connected to business and law.

The College is located on RMIT University's Melbourne City Campus and resides in the state of the art Swanston Academic and Emily McPherson buildings.

- For further details about the College, please visit:

<https://www.rmit.edu.au/about/our-education/academic-colleges/college-of-business>

Position Summary

This executive leadership position is accountable for the strategic direction and management of the School of Economics, Finance and Marketing (EFM). The Dean is expected to work collaboratively with other members of the College and university to plan and develop programs and commercial activities and to ensure the viability of the School's activity.

The Dean is a critical member of the College Executive team and member of the Vice Chancellor Executive Leadership Forum, providing leadership for the School of Law, College and University. The Dean is responsible for school revenue and expenditure, operations, academic staff leadership, teaching and research performance, and external engagement (including accrediting bodies) in line with University and College strategy and objectives.

Key Accountabilities

- Provide strategic and academic leadership in line with College strategy and objectives.
 - Executive leadership as a member of the College Executive team working within a collaborative framework.
 - Effectively manage the profile, financial and physical resources of the School, through developing, implementing and monitoring an effective financial and business plan for the School in line with College frameworks.
 - Ensure continuous improvement of School's learning and teaching activities including relevance, viability, and quality of its academic programs and courses.
 - Ensure an active School commitment to student and client services and support and to the enhancement of student life.
 - Develop appropriately skilled and motivated staff within the School through recruitment, fostering a culture of excellence, teamwork, staff development, and continuous improvement.
 - Lead the School to deliver on RMIT and College performance targets.
 - Lead School efforts to enhance quality and student experience.
 - Drive development of blended and online learning initiatives and solutions in line with College strategy.
 - Lead the academic staff in the School, including oversight of recruitment, staff profiling, diversity and inclusion and career development.
 - Ensure that the School complies with external and University quality, financial, registrar and regulatory requirements, including all RMIT policies and procedures.
 - Leverage strong relationships with relevant professional, community, governmental bodies, industry and accreditation bodies to understand current and emerging issues and needs of the community and professions and build commercial opportunities for the School and College.
 - Ensure School achieves performance outcomes and growth targets across all domains of our business in line with College and University objectives and KPIs.
 - Contribute to College strategic planning and support actively cross-School initiatives including sharing of resources.
 - Provide academic and research leadership and strategic direction for the disciplines and their suite of programs.
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Key Selection Criteria

1. Proven successful leadership experience in an academic leadership role, with distinguished academic achievements.
2. Demonstrable ability to develop and implement a successful vision and business plan which aligns with University and College ambitions.

3. Significant professional standing in areas relevant to the School or College, including demonstrated capacity to build and foster research activity
4. Experience with and/or knowledge of relevant accreditation bodies.
5. Track record of collaboration and outcomes with industry, business and/or government
6. Demonstrable ability in managing and developing a large complement of academic and professional staff including the implementation of effective governance structures with transparent decision-making processes.
7. Outstanding leadership skills, including capacity to initiate, lead and manage change in a challenging and dynamic environment while striving to achieve strategic objectives.
8. Knowledge & successful experience in financial and resources management.
9. Demonstrable ability to combine a collegial style with decisive, clear thinking, creative solutions and practical implementation strategies.
10. Outstanding communication skills and ability to build a collaborative culture of teamwork and trust

Qualifications

Tertiary qualifications, including PhD, in a CoBL-related discipline with knowledge and achievements that meet the RMIT's Professorial criteria.

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.