RMIT UNIVERSITY

Position Description – Deputy Dean, Research & Innovation, RMIT-Northern Health Medical Program

Position Details

Position Title: Deputy Dean, Research & Innovation

College/Portfolio: STEM College

School/Group: School of Medicine[1]

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

Classification: Level E

Time Fraction: 0.5 FTE

Employment Type: Fixed Term

Fixed Term Reason: **Specific Task or Project**

Reporting Line: Dean of Medicine

No. of Direct reports: 0

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.

[1] New role to be established along with the new School of Medicine, subject to relevant approvals.

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.

STEM College

LEARN! GROW! DO!
Together transforming the world through STEM

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. 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.

For further information about the STEM College please visit the following site:
https://www.rmit.edu.au/about/schools-colleges/stem-college

In STEM we CARE – Collaboration, Accountability, Respect & Empowerment

School of Medicine

RMIT, in partnership with Northern Health and other stakeholders, is establishing a new progressive Medical School to train doctors of the future, driven by excellence through equity. The program combines the technological prowess of RMIT and the innovative and culturally diverse network of Northern Health to meet the needs of the communities we serve and address national health workforce needs, with a strong focus on social accountability, technological enablement, cultural safety, collaborative practice, professionalism, patient-centred care, and community connectedness.

Position Summary

The Deputy Dean, Research & Innovation provides strategic and academic leadership for research, innovation and research training across the School of Medicine. Reporting directly to the Dean of Medicine and serving as a member of the School Executive, the Deputy Dean plays a pivotal role in shaping and advancing the School's research vision, priorities and performance.

Working collaboratively with the Dean, School Executive, academic leaders, research centres, institutes and external partners, the Deputy Dean leads the development and implementation of the School's research and innovation strategy. The role is responsible for fostering a culture of research excellence, supporting the growth of interdisciplinary and translational research, and enhancing the School's national and international reputation for research impact.

The Deputy Dean provides leadership in identifying emerging research opportunities, strengthening industry, health sector and community partnerships, and supporting the development of sustainable research capability and capacity across the School. A key focus of the role is promoting collaboration that translates research into improved health outcomes, policy influence, clinical practice and societal benefit. The Deputy Dean champions research excellence, innovation, higher degree by research (HDR) student success, and research workforce development, ensuring alignment with the strategic priorities of the School, College and University.

Key Accountabilities

- Provide strategic and scholarly leadership for research and innovation across the School of Medicine, driving a culture of research excellence, impact, translation and innovation.
- Work collaboratively with the Dean and School Executive to develop, implement and monitor the School's research and innovation strategy, ensuring alignment with School, College and University priorities.
- Provide expert advice to the Dean, School Executive and academic leaders on research strategy, policy, performance, research investment priorities and opportunities for growth.
- Lead initiatives that strengthen the School's research performance, including research quality, grant success, research income, translational outcomes, impact, publications and reputation.
- Support the development and growth of strategically important research strengths and emerging areas of excellence, ensuring resources and opportunities are aligned with the School's priorities and health sector needs.
- Promote and facilitate interdisciplinary, translational and clinically relevant research, fostering collaboration across the School, College, University, health service partners, research institutes and external organisations.

- Champion a research culture that supports excellence in research and research training, building capability, mentoring researchers across all career stages, encouraging collaboration and recognising outstanding achievement.
- Lead the development of a high-quality Higher Degree by Research (HDR) program, establishing the systems, partnerships and research training environment required to attract, support and successfully graduate outstanding research candidates.
- Work closely with Directors of Research Centres, Institutes, Networks and Research Hubs, as well as College and University research leaders, to enhance research capability, collaboration and research performance.
- Strengthen and expand partnerships with healthcare providers, industry, government, community organisations and international collaborators to increase research opportunities, impact and translation into policy and practice.
- Promote opportunities for knowledge translation, implementation science, innovation and commercialisation, supporting the delivery of research that improves health outcomes and societal impact.
- Support the School of Medicine in the development of the medical school, including attending relevant meetings with the Australian Medical Council
- Represent the School of Medicine in relevant internal and external research, innovation and partnership forums, enhancing the visibility and reputation of the School nationally and internationally.
- Maintain academic and professional standing through ongoing scholarly activity, professional engagement and leadership within the medical and health research community.
- Undertake an active program of research and scholarly activity, as agreed with the Dean and reflected in the annual work plan.
- Perform other duties are designated by the Dean of Medicine.

Key Selection Criteria

1. Strong leadership skills and demonstrated ability to provide research leadership and expertise that will actively build improved research outcomes for the School and College.
2. A strong record of research, academic and professional achievement in an area relevant to the School, and the capacity to exercise research leadership to enhance the standing of the School nationally and internationally.
3. Strong knowledge and understanding of University strategies and current/emerging government policy issues in relation to research and innovation.
4. Demonstrated capability in developing an organisation to deliver against agreed strategic goals.
5. High level interpersonal, communication, influencing and negotiating skills including the ability to work effectively in a collegiate environment and to build productive relationships within the organisation and externally.
6. Demonstrated understanding of University budget management and quality maintenance systems and good governance.
7. Experience starting up new programs/services including building partnerships and infrastructure

Qualifications, Skills and Experience

Essential

- Registered medical practitioner with valid and unrestricted AHPRA registration
- PhD in a relevant discipline combined with knowledge and achievements that meet the professorial criteria.
- Demonstrated senior experience in clinical research, academic leadership and program development.
- Eligibility to work in Australia.
- Capacity to work across RMIT campuses and clinical partner sites as required.

Desirable

- Fellowship of a relevant medical college or equivalent professional body is highly desirable.
- An extensive record of scholarly achievement in medical research
- Experience in research in artificial intelligence, virtual health or medical technology development
- An active clinician with clinical responsibilities

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.