



Position Description – Discipline Lead, Nursing

Position Details

Position Title:	Discipline Lead, Nursing
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	Level D/E
Time Fraction:	1.0
Employment Type:	Fixed term, with underlying Associate Professor or Professorial appointment
Fixed Term Reason:	Secondment Agreement
Reporting Line:	Head of Department, Clinical Sciences
No. of Direct reports:	10-15

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.



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>

Position Summary

The Discipline Lead is a critical member of the School leadership team, providing senior leadership for the discipline's academic and research performance and growth. This leadership position is accountable for directing and managing the designated discipline and working collaboratively to enable success of the school.

The Discipline Lead will provide academic and tactical leadership and is responsible for leading, managing and developing staff to deliver on the College research and learning and teaching strategies. Key to the success of the Assistant Associate Dean will be leading, influencing, mentoring, developing strategy, managing change and enhancing both the student and academic experience.

Key Accountabilities

- Provide strategic and academic leadership of the discipline in consultation with the Head of Department and assist with coordination of the College's efforts to enhance the student experience.
- Ensure the continuous improvement of the discipline's learning and teaching activities and the relevance, viability and quality of its academic programs.
- Develop a culture that embraces change and innovation, acting as a credible role model to positively influence the discipline's culture.
- Drive the student experience with the academic workforce to ensure all learning experiences are interactive, effective and fit for purpose.
- Positively influence the discipline's culture by developing, fostering and maintaining team engagement, morale, motivation and cohesiveness.
- Build and maintain effective relationships with internal and external stakeholders through trust, open communication and approaching all situations with a solution focused mindset.
- Develop academic staff by providing support, mentoring, work planning and professional development.
- Ensure staff and activities within the Discipline are at the forefront of research and education, are properly represented at relevant conferences and in esteemed journals and maintain high-level links with industry.
- Advise School leadership and the Associate Dean on strategic and policy directions regarding designated discipline cluster.
- Undertake research, teaching and scholarly work in incumbent's area of expertise.
- Work closely with School leadership to identify opportunities for interdisciplinary teaching, research and industry engagement and for collaborative teaching, research and research with other Schools.
- Participate in relevant School committees and work across the School leadership team to contribute to the delivery of all key School accountabilities.

Key Selection Criteria

Essential:

- Academic leadership and management skills with demonstrated ability to lead teams to deliver on strategic objectives.
- Established research record in nursing, with the demonstrated capacity to lead and promote excellent research in the field.
- Demonstrated record of innovative nursing teaching underpinned by a deep understanding of contemporary Learning and Teaching theory.
- Strong knowledge and understanding of relevant industry and training priorities.
- Demonstrated capacity to think strategically and to act tactically based on organisational priorities and objectives.
- High level interpersonal, communication, influencing and negotiating skills including the ability to consult, network and build relationships within the organisation and externally.

- Proven ability to work effectively in a collegiate environment and to develop and achieve shared goals and objectives, and to negotiate agreed directions and outcomes.
- Demonstrated capacity to influence positive change and to work collaboratively to foster effective sharing of information.

Qualifications

Relevant postgraduate qualification and relevant experience, and eligible for registration in the Discipline with AHPRA.

Preferred: Completion of the Essentials of Learning and Teaching (login required) or possess (or eligible to apply for) appropriate HEA fellowship (if the appointed candidate does not meet this requirement at time of appointment, they will be supported to complete this as a requirement to fulfil their probation).

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.