



## Position Description – Lecturer, Management & Leadership

### Position Details

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<b>Position Title:</b>	Lecturer, Management & Leadership
<b>College/Portfolio:</b>	College of Business and Law
<b>School/Group:</b>	Department of Management and Organisations School of Management
<b>Campus Location:</b>	Based at the City campus, but may be required to work and/or be based at other campuses of the University and overseas partner institutions.
<b>Classification:</b>	Lecturer: Academic Level B
<b>Employment Type:</b>	Continuing
<b>Time Fraction:</b>	1.0 FTE

### RMIT University

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RMIT is a multi-sector university of technology, design and enterprise with more than 96,000 students and close to 10,000 staff globally. The University's mission is to help shape the world through research, innovation and engagement, and to create transformative experiences for students to prepare them for life and work.

<https://www.rmit.edu.au/about>

<https://www.universitiesaustralia.edu.au/university/rmit-university/>

Our three main campuses in Melbourne are located in the heart of the City, Brunswick and Bundoora. Other locations include Point Cook, Hamilton and Bendigo, two campuses in Vietnam (Hanoi and Ho Chi Minh City) and a centre in Barcelona, Spain. RMIT is a truly global university.

<https://www.rmit.edu.au/about/our-locations-and-facilities>

We are also committed to redefining our relationship in working with, and supporting, Indigenous self-determination. Our goal is to achieve lasting transformation by maturing our values, culture, policy and structures in a way that embeds reconciliation in everything we do. We are changing our ways of knowing, working and being to support sustainable reconciliation and activate a relationship between Indigenous and non-Indigenous staff, students and community. Our three campuses in Melbourne (City, Brunswick and Bundoora campuses) are located on the unceded lands of the people of the Woi Wurrung and Boon Wurrung language groups of the eastern Kulin Nation.

### Why work at RMIT University

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Our people make everything at the University possible. We encourage new approaches to work and learning, stimulating change to drive positive impact. Find out more about working at RMIT University, what we stand for and why we are an Employer of Choice.

<https://www.rmit.edu.au/careers>

We want to attract those who will make a difference. View RMIT's impressive standings in university rankings.

<https://www.rmit.edu.au/about/facts-figures/reputation-and-rankings>

## About The Department of Management and Organisations

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The Department of Management and Organisations is a dynamic and interdisciplinary team of scholars focusing on management and organisational studies. Our collective expertise bridges academic rigor and real-world application, fostering innovation and social impact in addressing contemporary organisational challenges at the individual, group, and broader societal levels. We engage with stakeholders across sectors to co-create knowledge that not only responds to today's needs but also anticipates tomorrow's opportunities. Through our research, teaching, and industry engagement, we contribute meaningfully to the Sustainable Development Goals (SDGs)

Our research agenda is driven by a shared commitment to advance the field of management and organisational studies and shape high-performing, truly inclusive, and future-ready workplaces. Specifically, we seek to challenge current management thinking and propel tech-driven, evidence-based practices through four major streams of research:

1. **Organisational Behaviours** – We examine the psychological and social dynamics that shape behaviour within organisations. Our research explores areas such as leadership and followership, ethics, emotions, personality and individual differences, humour in the workplace, feedback, cognitive processes, and the role of play at work. We investigate how these factors influence motivation, creativity, performance, team dynamics, and organisational culture in diverse settings.
2. **IDEA Issues** – Our research advances Inclusion, Diversity, Equity and Access (IDEA) agenda across a range of organisational and societal context on topics such as migrant experience, human rights in business, cross-cultural management, and intersectionality of social identities. Our work also addresses issues affecting Aboriginal and Torres Strait Islander peoples, individuals from socioeconomically disadvantaged backgrounds, and other structurally marginalised or underrepresented communities.
3. **Social Impact** – We generate positive social impacts through research that informs responsible policy and practice in areas related to work, employment, and societal wellbeing. Our research addresses issues such as workplace health and safety, sustainable business practices, corporate social responsibility (CSR), public health and care management, labour markets, and trade unions. We also explore emerging themes such as regenerative futures and just transitions in the context of energy and environmental change, with a focus on enhancing social equity and long-term sustainability.
4. **Technology for Humanity** – Focusing on the human side of technology, we explore how tech-enabled innovations can be effectively managed to improve work, learning, wellbeing at the individual, team, and organisational levels. Our research spans areas such as the human–AI interface, gamification in organisational settings, digital transformation in higher education, and technology adoption in organisations.

Members of the Department aim to promote research excellence and develop higher level academic credential and unique identity in the focal field through high quality publications and to advance research capability and skills, forge and promote internal and external research collaborations,

## About The School of Management

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The Department of Management & Organisations is part of the [School of Management](#) which sits within the College of Business and Law. In addition, the School comprises three other departments: the Department of International Business and Innovation & Entrepreneurship (IBIE) and the Department of Human Resource Management (HRM), and the Department of Business Administration.

We are a diverse community of scholars who recognise and embrace multiple perspectives on organisations, management, and work. We are proud of our strengths in translating the knowledge we produce for real world application. We aim to improve public policy, organisational practice, and

working life. We do this by advancing leadership, management, employment, innovation and entrepreneurial practices that are inclusive, responsible, and enable people and organisations to thrive. The School currently offers undergraduate and postgraduate coursework programs known for their practicality, industry relevance and flexible delivery in the following areas:

- Leadership and Strategy
- Management and Change
- Social Impact
- Entrepreneurship and Innovation
- Human Resource Management/People Analytics
- International Business/Global Business
- Innovation and Strategy

## **About The College of Business and Law**

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RMIT's [College of Business and Law](#) takes an industry and student-centred approach to its courses and programs, ensuring graduates are work ready and able to tackle business challenges, balance stakeholder needs, act as socially responsible global citizens and create fair and positive futures for all.

The College delivers impactful research informed by industry, which supports its strong position as a College at the intersection of business and technology with social impact. Its important work is underpinned by the principles of quality, collaboration, big ideas and putting people first.

As one of the largest Business Schools in the Asia Pacific region, the College is comprised of five schools – four in Melbourne and one in Vietnam – and delivers a broad range of programs in Business and Law, ranging from Degree to PHD levels.

The College's Business and Law programs are delivered in Melbourne as well as through RMIT Online, with its Business programs also available in Vietnam and through partner institutions in Singapore and Shanghai. The College employs over 1000 staff and delivers programs to over 26,000 students.

The College's central operations are located at RMIT University's City Campus in Melbourne and reside in the Swanston Academic and Emily McPherson buildings.

## **Position Summary**

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The Lecturer will be required to teach and conduct classes in disciplines relevant to their field of expertise and assist in the academic and administrative, consultative and coordination tasks involved with these courses. Functions associated with the position include presentation of lectures and tutorials, assessment of students and course administration in line with the University's quality assurance requirements.

The Lecturer is also required to undertake research activities in line with the University's research strategy. It is expected that the Lecturer will work under support and guidance to develop expertise in teaching and research with an increasing degree of autonomy.

## **Reporting Line**

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Reports to: Head of Department of Management and Organisations and/or the Dean, School of Management (depending on the nature of other roles held)

## Organisational Accountabilities

RMIT University is committed to the health, safety and wellbeing of its staff. RMIT and its staff must comply with a range of statutory requirements, including equal opportunity, occupational health and safety, privacy and trade practice. RMIT also expects staff to comply with its policy and procedures, which relate to statutory requirements and our ways of working.

Appointees are accountable for completing training on these matters and ensuring their knowledge and the knowledge of their staff is up to date.

## Role Accountabilities

1. Make original contributions in teaching and/or scholarship which expand knowledge or practice within the Management and Leadership disciplines, including: designing, conducting and moderating assessment; implementing improvements informed by course evaluation activities and student feedback.
2. Conduct and lead high quality research, recognised at the national level: developing highly successful research teams; managing research projects and programs within timelines and budget and ensuring compliance with quality and reporting requirements; regularly publishing research results in high quality outlets as lead author and in collaboration with other researchers; identifying appropriate funding sources and prepare successful external research funding submissions; supervising higher degree by research candidates.
3. Participate in School and College strategy development and governance and make a significant contribution to administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level, which may include program management of a large award program or a number of smaller award programs.

## Key Selection Criteria

1. A PhD in Management or Leadership
2. Emerging track record and recognition for quality research outputs which will contribute to the Management and Leadership disciplines and school research areas evidenced by publications, development of new research initiatives, competitive research funding, and industry links.
3. Ability to design and deliver quality curriculum or program materials at undergraduate and post-graduate levels in Management and Leadership, including online delivery.
4. Ability to undertake course coordination role inclusive of course design, development, and management.
5. Strong capacity to support and work sensitively with students to enhance their learning experience.
6. Excellent interpersonal and communication skills, with a commitment to teamwork and interdisciplinary collaboration both internally and externally.
7. (Desirable) Experience supervising higher degree by research candidates

Appointment to this position is subject to passing a 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.

<b>Endorsed:</b>	Signature:  Name:  Title:  Date:	<b>Approved:</b>	Signature:  Name:  Title:  Date:
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