



## Position Description – Professor

### Position Details

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<b>Position Title:</b>	Professor
<b>College/Portfolio:</b>	College of Business and Law
<b>School/Group:</b>	School of Management
<b>Campus Location:</b>	Primarily based at Melbourne City campus, and the potential to work across other RMIT campuses as required, or at offshore locations.
<b>Classification:</b>	Academic Level E
<b>Time Fraction:</b>	1.0 FTE
<b>Employment Type:</b>	Continuing
<b>Reporting Line:</b>	Head of Department

### RMIT University

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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?

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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

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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

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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.

## The School of Management

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The School of Management is part of the College of Business and Law. The School is comprised of three Departments: The Department of Management and Organisations (M&O), the Department of International Business and Innovation & Entrepreneurship (IBIE), and the Department of Human Resource Management (HRM).

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.

For more information visit <https://www.rmit.edu.au/about/schools-colleges/management>

The School currently offers undergraduate and postgraduate coursework programs known for their practicality, industry relevance and flexible delivery in the following areas:

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

- Social Impact
- Business Administration

With these diverse undergraduate, postgraduate, and research programs, focusing on business management, entrepreneurship, and social change, our programs emphasise practical experience through Work Integrated Learning, real-world projects, and strong industry connections, preparing students for successful careers in a rapidly evolving global environment.

### **Position Summary**

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The Professor (Education Focused) is a senior academic and eminent educator in the specialist field, responsible for providing strategic leadership and guidance, and contributing significantly to teaching and learning.

The Professor (Education Focused) will deliver teaching, foster excellence and innovation in education, build capability of staff, promote strong academic performance, and contribute to a vibrant education culture with the aim of improving learning outcomes for students. They will also be required to develop high-quality education-related networks across RMIT and with external national and global partners, and advance the reputation of the School.

The Professor (Education Focused) will make an extensive contribution to the planning and strategic direction of the School, taking on major academic leadership roles, and participating in various committees within the School, College and University and external to the University, as appropriate.

The Professor (Education Focused) may be appointed as Dean of School/Head of Department for a specific discipline, or provide strategic leadership in a defined position for learning and teaching and scholarship.

### **Key Accountabilities**

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1. Extensive experience in leading or managing award program/s, program reviews, and external accreditation activities.
2. Passion and commitment for innovation of education and learning, and in engaging in scholarly/research activities.
3. Distinction at the national level and internationally recognised through an active track record and teaching expertise.
4. Demonstrated experience leading improvement of academic standards, including implementing best practice teaching strategies and dissemination of innovative practices.
5. Extensive experience in curriculum design and review.
6. Evidence of strategic leadership in a large organisational unit or University-wide initiative and effective membership of a management team that developed and achieved shared goals and objectives.
7. Demonstrated experience in financial, governance and quality management systems within a university.
8. Demonstrated high level of interpersonal, communication and negotiating skills including the ability to consult with senior executives, external bodies, produce executive reports, negotiate agreed directions, outcomes and targets within a collaborative environment.

### **Qualifications**

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**Mandatory:** PhD or equivalent in relevant field.

**Preferred:** Completion of the [Intro to Learning and Teaching Course \(Login required\)](#) or possess (or eligible to apply for) appropriate [HEA Fellowship \(login required\)](#).

## **Working with Children Check**

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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.