Position Description – Program Director, Health Transformation Lab

Position Details

Position Title: Program Director, Health Transformation Lab

College/Portfolio: Policy, Strategy and Impact

School/Group: Health Transformation Lab

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

Classification: HEW 10C

Time Fraction: 1.0

Employment Type: Fixed-term to 30 June 2029

Fixed Term Reason: Specific Task or Project

Reporting Line: Executive Chair, Health Transformation Lab

No. of Direct reports: 4 - 6

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.



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.

College/Portfolio/Group

The Policy, Strategy and Impact (PSI) Portfolio works to advance the values, goals and outcomes articulated in *Knowledge with Action: RMIT's Strategy to 2031*.

PSI supports the delivery of these priorities through strategy development and execution, Indigenous engagement and Responsible Practice, innovative partnerships in lifelong learning, entrepreneurship and place-based development, public policy and capability development.

PSI brings together diverse teams from across the RMIT Group, including RMIT Europe, Strategy; Indigenous Education, Research and Engagement; the Ngarara Willim Centre; RMIT Activator; the Health Transformation Lab; Government Relations; the Workforce Innovation and Development Institute; with colleagues supporting impact and community engagement.

PSI operates as a collaborative and inclusive network, working to grow an ecosystem of relationships and partnerships to create impact and systems change at scale, combining diverse sources of knowledge and skill with evidence-driven innovation, public policy design and community engagement.

Position Summary

The **Program Director, Health Transformation Lab** is responsible for the leadership, management, delivery and growth of the RMIT-Cisco Health Transformation Lab's (HTL) program of work. Working to the Executive Chair, the Program Director will translate the HTL's strategic direction into an integrated program of applied innovation, partnerships and activities, ensuring effective delivery of the Lab's commitments while actively developing new opportunities for growth and impact.

The Program Director will lead the HTL team and oversee its portfolio of programs and projects, including the NIIN Health Alliance; develop and manage strategic partnerships across healthcare, industry, government, universities and startups; and build a strong pipeline of new projects, partnerships and funding opportunities. The role will take opportunities from initial engagement through proposition development, proposals and funding to successful delivery, working with the Executive Chair and relevant internal and external partners.

A particular focus of the role will be working across RMIT to connect the HTL with the University's Colleges, research centres, innovation assets and professional portfolios, identifying opportunities to bring RMIT capability into external partnerships and applied healthcare innovation. The Director will support the development of the City North Social Innovation Precinct Deeptech Innovation Node and connections with RMIT's broader health innovation ecosystem, while developing opportunities with Cisco, healthcare providers and other strategic partners.

The Program Director will also ensure the effective operation of the HTL, including team leadership, planning and prioritisation, financial and resource management, governance, contractual delivery, reporting, stakeholder engagement and the preparation of major proposals and strategic initiatives.

Key Accountabilities

- **HTL Leadership and Management:** Lead the day-to-day operation of the HTL and its team, translating strategic direction into clear priorities, workplans and deliverables, and ensuring effective financial, resource and operational management.

- **Business Development and Partnerships:** Build and manage the HTL's pipeline of strategic partnerships, projects and funding opportunities across healthcare, industry, government, universities and startups, progressing opportunities from initial engagement through proposition development, funding and delivery.

- **Program and Portfolio Delivery:** Oversee delivery of the HTL's portfolio of programs and projects, including the NIIN Health Alliance and Health Labs Network, ensuring effective governance, contractual compliance, reporting and achievement of agreed outcomes.

- **RMIT Engagement and Opportunity Development:** Work proactively across RMIT's Colleges, research centres, innovation assets and professional portfolios to identify capability, develop collaborative opportunities and connect RMIT expertise with external healthcare innovation challenges.

- **Applied Innovation and Translation:** Oversee the HTL's applied innovation activities, including the Sandbox, AI and emerging technology initiatives, demonstrations and partner projects, building pathways from concept and prototyping through to pilots, implementation and adoption.

- **Strategic Engagement and Communication:** Lead – along with the Executive Chair – developing and maintaining key strategic relationships and lead the preparation of major proposals, reports, briefings, showcases and engagement activities that strengthen the HTL's impact, profile and future pipeline.

Key Selection Criteria

Essential

Proven leadership and management capability: Demonstrated experience leading high-performing teams and complex programs of work, with the ability to translate strategic direction into clear priorities, effective operations and measurable outcomes.

Strong business development and partnership capability: Proven ability to identify and develop opportunities, build strategic partnerships and convert opportunities into funded projects, programs or collaborations, including through high-quality propositions and proposals.

Demonstrated program and portfolio delivery: Strong track record of delivering complex, multi-stakeholder programs, with effective management of priorities, resources, budgets, governance, risk, reporting and contractual commitments.

Highly developed stakeholder engagement, influence and communication skills: Demonstrated ability to build trusted relationships and work effectively across complex organisations and external partnerships, with excellent written and verbal communication, negotiation, influencing and judgement.

Desirable

Experience in applied innovation and translation: Experience developing new initiatives and translating research, technologies or ideas into practical applications, pilots, partnerships or implementation.

Experience in healthcare and/or digital technology: Knowledge of healthcare, digital health, AI, emerging technology or related environments, and an understanding of the opportunities and challenges associated with technology adoption in healthcare.

Experience in university-industry collaboration: Understanding of how to mobilise university research, expertise and capability through partnerships with industry, government and other external organisations to deliver commercial or societal impact.

Experience building collaborative platforms and ecosystems: Experience developing networks, platforms, precincts or multi-partner initiatives that connect organisations and capabilities around shared opportunities and support sustained growth and impact.

Qualifications

Tertiary qualification required (post graduate preferred) in business or a related discipline.

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.