



Position Description – Senior Learning Designer

Position Details

Position Title: Senior Learning Designer

College/Portfolio: Vocational Education **School/Group:** Learning & Teaching Innovation & Quality

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

Classification: HEW 8 **Time Fraction:** 1.0 FTE

Employment Type: Fixed term – to 31/12/2027

Fixed Term Reason: Specific Task or Project

Reporting Line: Manager, Innovation Projects

No. of Direct reports: May vary between 0 and 3

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 of Vocational Education

The purpose of RMIT's College of Vocational Education is to empower learners and our industry, community and government partners to succeed in the new world of work. Our five-year strategic roadmap, ALiVE@RMIT, purposefully guides everything we do in vocational education to deliver our vision: to position RMIT as a leading multi-sector provider with global impact and influence. Led by our Pro Vice Chancellor, the College of VE is reimagining how we deliver education to create unique experiences for our students and partners, so we can:

- lead in practice-based learning
- empower learners for the future of work
- engage industry and community at scale
- grow for impact and influence

The College of VE is delivering impact through transformation that creates long-term change.

Innovation Projects

The Innovation Projects team is responsible for end-to-end delivery of funded projects, aiming to embed new educational models and projects, develop rich course resources and enhance our technological footprint. We use our well-developed project management and co-design approaches to ensure projects are high quality and aligned to industry needs.

Our key functions:

- Designing and developing new educational models and programs
- Re-imagining and producing curriculum and course resources
- Enhancing the use of technology to deliver pedagogical solutions

Position Summary

The Senior Learning Designer will play a critical role in designing sustainable, accessible and high-quality blended learning experiences for internal and externally funded projects. A key part of this role also involves participation in strategic initiatives to support blended learning solutions at scale by incorporating evidence-based principles that are consistent with RMIT's transformation and innovation agenda.

The Senior Learning Designer will drive innovative, aligned and fit-for-purpose learning design for application in a contemporary VE setting. The incumbent will have experience and a comprehensive understanding of the role technology plays in enhancing student experience and outcomes, as well as knowledge of the pedagogical affordances of discipline-specific strategies for face-to-face and online learning environments.

The incumbent is expected to keep abreast of national and international developments and initiatives in Vocational education, technology enhanced-learning learning delivery, in order to build and exploit intelligence around the offerings of other providers, and deploy, this intelligence, in order to affirm the University's competitive advantage.

The Senior Learning Designer will support teaching staff to design, develop and deliver transformative curriculum in line with project deliverables. The Senior Learning Designer will work collaboratively and proactively as a team member with Learning & Teaching (L&T) Innovation colleagues and teaching teams to prepare innovative and fit-for-purpose learning activities and learning resources based on curriculum requirements for contemporary Vocational Education and Associate Degree programs.

Key Accountabilities

- Provide support to and teaching staff in designing learning resources and assessments, drawing on appropriate pedagogy, disciplinary specific strategies and contemporary approaches in L&T.
 - Develop and prepare innovative pedagogical and learning resources and assessments, using a variety of media for blended and online learning environments in collaboration with teachers and program leaders.
 - Lead course evaluation activities and reporting to contribute to continuous improvement.
 - Test, troubleshoot, and adapt learning solutions based on feedback, functionality and constraints & adhere to appropriate quality frameworks and copyright requirements as needed.
 - Conduct professional development workshops and interventions to support teaching development in blended learning, teaching and assessment.
 - Actively participate in team initiatives and projects and cooperate with team members in a manner that reflects a commitment to team goals and objectives, effective communication, information sharing and problem-solving practices.
 - Actively contribute to supporting cross-team and program area communication about learning practices developed for VE
 - Lead the development of innovative and or imaginative approaches to pedagogy and learning in collaboration within VE, and their curriculum and program teams
 - Contribute and adhere to quality standards and accessibility in learning design including playing a leading role in building capacity in RMIT's staff as part of the process of program/course/product development.
 - Manage learning resource development projects including advising on project scope, coordinating contributions from learning analytics, video, audio, communication design, programming and other specialists and maintaining effective liaison with VE stakeholders.
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Key Selection Criteria

- Evidence of experience in learning and assessment design, digital pedagogies and educational innovation.
- Proven skills and experience in instructional design and the development of HE/VE student-centred learning experiences and resources.
- Deep knowledge of digital learning principles and practices, as well as current and future trends in digital learning technologies, including Canvas and Microsoft products.
- Experience with the production of digital learning resources that include but are not limited to the use of video and multimedia production techniques.
- Demonstrated project management skills in coordinating multiple stakeholders, meeting timeframes and delivering outcomes.
- Demonstrated excellent communication skills and proven ability to secure the cooperation and engagement of a wide range of people within a complex environment.
- Demonstrated professional experience in an area of education specialisation such as learning and teaching development, academic integrity, English Language support, employability, rewards and recognition, technology-enhanced-learning, assessment, curriculum design and development and evaluation methods.
- Demonstrated ability to negotiate with and influence stakeholders to enable evidence-based outcomes in learning design

Qualifications

Relevant qualifications and proven experience in either a learning design role or experience as a teacher/trainer and assessor, and appropriate relevant industry experience.

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.