



## Position Description – Senior Lecturer, Management

### Position Details

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<b>Position Title:</b>	Senior Lecturer, Management
<b>College/Portfolio:</b>	College of Business and Law
<b>School/Group:</b>	School of Management
<b>Campus Location:</b>	Based at the Melbourne City campus, however may be required to work and/or be based at other campuses of the University.
<b>Classification:</b>	Academic Level C
<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>

## 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.

Click [here](#) for further details about the College.

The **School of Management** is part of the College of Business and Law. The School is pluralist in nature; 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, organizational 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.

Our approach is participative and applied. We undertake our change work from within – within classrooms, within industry and policy spheres, and from inside our research settings. We build bridges across these domains. Civil society relies on bringing together people to generate learning. We embrace the heritage of RMIT University, applying the knowledge co-produced with our research partners in pursuit of just and inclusive ways of organising and managing. Our work is underpinned by an abiding appreciation of human resilience, creativity, and endeavour.

We transform management and work, organisations and institutions, through research, partnerships with industry, and research-led teaching. We ensure our important findings are communicated, not only within scholarly circles, but to professional and industry spheres, and directly to those communities who stand to benefit. This outward facing activity is underpinned by a more introspective spirit of reflexivity and rigour. We reflect on and improve our own professional practices by creating a collegial environment where initiative is encouraged and supported, and feedback is valued. All our colleagues, irrespective of career-stage, help shape the scholarly development activities we engage in to hone our craft. Crucially, we continually reflect on and improve business and management pedagogy, curricula, and teacher-learner interactions. We create sites of (self)discovery, challenge, responsibility, and growth. In these ways, we contribute to the development of responsible and innovative leaders and managers through our teaching practices.

The School of Management has a strengthening research reputation, with quality research outputs and capabilities across diverse research areas in Management, Entrepreneurship & Global Business and Human Resources Management & Industrial Relations. We have three formal school research groups - Diversity-Accelerated Entrepreneurship and Innovation; Sustainable Global Business Operations and Development; Health and Wellbeing at Work, as well as expertise in other areas.

Click [here](#) for further details about the School.

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/People and Organisation/People Analytics
- International Business/Global Business
- Management and Change

In 2022 the College introduced a new Bachelor of Business program, with cross-disciplinary minors and majors in business and technology, social impact, managing global teams, and open innovation.

## Position Summary

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The Senior Lecturer will contribute to the teaching and research efforts of the School. The incumbent is to make a significant contribution to the delivery of programs and to be actively involved in research, consulting and other professional activities. The Senior Lecturer will develop, engage in and lead high quality research projects that are aligned with the University's research focus areas to achieve success in attracting research funding and to produce high quality outputs. The Senior Lecturer will have an important research leadership role in embedding their research expertise into the life of the School and will be required to develop high-quality, productivity-driven networks across RMIT and with local, national and global, internal and external partners. The Senior Lecturer may have responsibility for program management.

## Reporting Line

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Reports to: Head of Department, Management

Direct reports: n/a

## Organisational Accountabilities

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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.

RMIT is committed to providing a safe environment for children and young people in our community. Read about our commitment and child safe practices. <https://www.rmit.edu.au/about/our-locations-and-facilities/facilities/safety-security/child-safety>.

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

## Key Accountabilities

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- Make original contributions in teaching and/or scholarship which expand knowledge or practice within the discipline including: designing, conducting and moderating assessment; implementing improvements informed by course evaluation activities and student feedback.

- 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.
- 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**

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1. Demonstrated ability to coordinate large courses and prepare and delivery programs at undergraduate and post-graduate levels, including high quality curriculum and program materials and ability to implement innovative approaches to student-centred learning and quality improvement.
2. Ability to manage a large program or a number of small programs.
3. Demonstrated ability to support student issues related to effective learning.
4. Emerging nationally recognised research track record including substantial record of research outputs in high quality outlets.
5. Extensive experience in research leadership with the ability to build and develop collaborative research teams, mentor academic staff to deliver high quality outcomes, attract and secure external research funding to sustain research effort and manage funded research projects including complex budgets and reporting requirements.
6. Extensive experience in supervising higher degree by research candidates to maximise research performance.
7. Demonstrated ability to manage academic program team, supporting scholarly development of less experienced academic staff.
8. Demonstrated understanding of and commitment to financial, governance and quality management systems within a university.
9. 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 Essentials of Learning and Teaching 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).

**Note:** 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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