



## Position Description – Senior Learning Designer Defence

### Position Details

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| <b>Position Title:</b>  | Senior Learning Designer   |
| <b>Portfolio:</b>       | Vocational Education   |
| <b>School/Group:</b>    | Programs and Delivery  |
| <b>Campus Location:</b> | Based at the Melbourne CBD campus but may be required to work and/or be based at other campuses of the University. |
| <b>Classification:</b>  | HEW 8  |
| <b>Employment Type:</b> | Fixed term – Until end of December 2024  |
| <b>Time Fraction:</b>   | 1.0 FTE  |

### RMIT University

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RMIT is a leading multi-sector university of technology, design and enterprise with more than 91,000 students and 11,000 staff globally. We offer postgraduate, undergraduate, vocational education and online programs to provide students with a variety of work-relevant pathways.

Our purpose is to offer life-changing experiences for our students, and to help shape the world with research, innovation, teaching and industry engagement. With strong industry connections forged over 130 years, collaboration with industry remains integral to RMIT's leadership in education, applied and innovative research, and to the development of highly skilled, globally-focused graduates.

With three campuses in Melbourne (Central Business District, Brunswick and Bundoora), two in Vietnam (Hanoi and Ho Chi Minh City) and a centre in Barcelona, Spain, RMIT is a truly global university. RMIT also offers programs through partners in Singapore, Hong Kong, mainland China, Indonesia, Sri Lanka, Belgium, Germany, Austria and The Netherlands, and enjoys research and industry partnerships on every continent.

We are also committed to redefining our relationship in working with and supporting Aboriginal 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. RMIT is a global university of technology, design and enterprise in which teaching, research and engagement are central to achieving positive impact and creating life-changing experiences for our students.

We're proud to share with you:

- The launch of our second **Reconciliation Plan for Dhumbah Goorowa**— a “commitment to share” - an **important step in our reconciliation journey**.
- RMIT University is an **Athena SWAN** member with Bronze Award accreditation and the College of Science, Engineering and Health is central to driving improvements in gender equality, diversity and inclusion, particularly in the Science, Technology, Engineering, Mathematics and Medicine (STEMM) disciplines.
- RMIT was placed **10th in the 2019 Randstad Employer Brand Research Awards**, up five spots from 2018.
- We were named as an **Employer of Choice for Gender Equality** by the Workplace Gender Equality Agency in 2019. We achieved **Gold Employer status for LGBTIQ** inclusion in the Australian Workplace Equality Index (AWEI) in 2018 and now in 2019.
- We were recognised as a **top five employer in 2018 for workplace accessibility** with the Australian Network on Disability.

### RMIT Standings in university rankings

RMIT has a deep commitment to innovation, research and teaching, we are a 5-Star university under the QS Stars international evaluation system and are **238th globally in QS World University Rankings 2020** (moved up 12 places compared to 250th last year), being also 32nd in the world among universities less than 50 years old (2014 QS Top 50 Under 50 index). Additionally:

- In the 2019 QS World University Rankings by Subject, RMIT was positioned 12th in the world (highest ranked in Australia) in Art and Design, 22nd in the world (fourth highest in Australia) in Architecture and the Built Environment, and 37th in Media and Communications. We are also among the world's top 100 universities in Engineering (Civil and Structural; Electrical and Electronic; and Mechanical, Mechanical, Aeronautical and Manufacturing); Accounting and Finance; and Business and Management Studies).
- In the 2018 QS Rankings by Subject, RMIT was ranked 11th in the world and number one in the Asia Pacific for Art and Design, and 26th in Architecture and the Built Environment. RMIT is also among the world's top 100 universities in Engineering (Civil and Structural; Electrical and Electronic; and Computer Science and Information Systems); Accounting and Finance; Business and Management Studies; and Communication and Media Studies. The 2018 Shanghai Ranking's Global Ranking of Academic Subjects highlighted RMIT's strength in Engineering and Technology in particular.
- In the specialised rankings, RMIT is ranked 77th in the QS Graduate Employability Rankings 2020 and 82nd in the inaugural Times Higher Education University Impact Rankings 2019.
- RMIT also ranks in the world's top 400 in the 2019 Academic Ranking of World Universities and in the world's top 400 in 2020 Times Higher Education World University Rankings.

For more information, visit [rmit.edu.au/about](http://rmit.edu.au/about)

### College of Vocational Education

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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 Deputy Vice Chancellor, the College of VE is reimagining how we deliver vocational 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.

### Programs & Delivery

With robust ties to industry through effective engagement and deep collaboration, the College of VE provides rich discipline knowledge and a learning and teaching delivery model that aligns to future student and industry needs. Our discipline clusters strengthen the multi-sector advantage, while fostering deeper collaboration between disciplines.

### Position Summary

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Working as part of the curriculum development team within the RMIT Defence project, the Senior Learning Designer will support the Subject Matter Experts within the Joint Logistics Command of the Australian Defence Force to design, develop and provide in the Defence LMS training and assessment content for a range of Defence training programs. The Senior Learning Designer will work collaboratively and proactively as a team member with the Core Defence Team and instructors to prepare innovative and fit-for-purpose learning activities and learning resources based on curriculum requirements for contemporary Vocational Education (VE).

The Senior Learning Designer will drive the design and development of innovative and contemporary vocational learning delivered both face-to-face and via eLearning on the Defence Learning Management System (Australian Defence Enterprise Learning Environment (ADELE)).

The incumbent will have Defence Training Systems experience including knowledge of the Systems Approach to Defence Learning (SADL), particularly in the Design and Develop Phases.

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.

### Reporting Line

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Reports to: Training Design, Development & Review Services Manager

Direct reports: 1

### 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.

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

### Key Accountabilities

- **Apply learning theory and instructional design:** Use knowledge and experience in learning theory and instructional design to design appropriate pedagogy, disciplinary-specific strategies and contemporary approaches in L&T.
- **Standardise course development:** Collaborate with key stakeholders to establish development standards, ensuring courses are consistently, developed, organised and aligned constructively with learning objectives.
- **Drive continuous course improvement:** Contribute to the review, design, and redesign of courses, aiming for continuous improvement to maintain quality and desired learning outcomes.

- **Enhance learner engagement:** Develop visual artifacts that enhance learner engagement and contribute to an effective learning experience.
- **Implement authentic learning assessments:** Ensure all courses include authentic learning assessments that foster critical thinking and analysis among learners.
- **Collaborate with teams and industry:** work with internal and external subject matter experts to design current and purposeful content and assessments across various disciplines.
- **Adhere to brand and technical guidelines:** Consult and apply pertinent technical guidelines to ensure strict adherence to both RMIT and client-provided guidelines, maintaining consistency and alignment with established standards.
- **Working in teams:** 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.
- **Compliance with management directives:** Adhere to all reasonable management directions, ensuring prompt and accurate execution of tasks and responsibilities in alignment with project specifications and organisational goals.

### 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/Moodle 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.
- Skilled in the use of authoring tools such as Articulate Storyline and RISE to create courses
- 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 ability to negotiate with and influence stakeholders to enable evidence-based outcomes in learning design.
- Defence experience – Desirable.
- Defence training systems experience and qualifications – Highly desirable.

### 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.

**Note: Appointment to this position is subject to being an Australian Citizen and passing a Working with Children Check and Defence Security Clearance (Level 1)**

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