



Position Description – Senior Lecturer (Entrepreneurship)

Position Details

Position Title: Senior Lecturer (Entrepreneurship)

College/Portfolio: College of Business and Law

School/Group: School of Management

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

Classification: Academic Level C

Time Fraction: 1.0 FTE

Employment Type: Continuing

Reporting Line: Head of Department

No. of Direct reports: 0

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 people 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, well-being, 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.

The College of Business and Law

As one of the largest Business Schools in the Asia Pacific region, the College of Business is comprised of five schools – four in Melbourne and one in Vietnam - delivering a broad range of programs in Business, ranging from undergraduate Bachelor degrees up to PhD levels. Many programs articulate between Vocational Education and Higher Education, creating pathways for further study. RMIT Business programs are delivered in Melbourne, Vietnam, Singapore, and Shanghai, as well as through RMIT Online.

The College is located on RMIT University's City Campus and resides in the state-of-the-art Swanston Academic and Emily McPherson buildings.

For further details about the College, please visit: <https://www.rmit.edu.au/about/our-education/academic-colleges/college-of-business>

School of Management

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).

The RMIT School of Management prepares leaders who thrive at the intersection of people and technology. We focus on responsible, inclusive, and digitally-capable management that drives innovation and creates sustainable value for business, society, and the planet. Through world-class learning, impactful research, and deep industry collaboration, we support organisational transformation and deliver work-ready graduates who shape the future of leadership.

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

In this role, the Senior Lecturer (Entrepreneurship) within the Department of International Business, Innovation and Entrepreneurship (IBIE) is expected to make a substantial contribution to high-quality teaching and curriculum development, while demonstrating sustained engagement in impactful research, industry collaboration, and professional service.

The Senior Lecturer may have program management responsibility within the School.

The Senior Lecturer will initiate, lead, and sustain high-quality research programs aligned with the University's strategic research priorities, demonstrating a strong track record in securing competitive external funding and delivering impactful, high-quality scholarly outputs.

The Senior Lecturer will play a significant research leadership role in embedding their disciplinary expertise within the School, fostering a vibrant and productive research culture. This includes leading and contributing to high-quality, output-driven collaborations across RMIT and with local, national, and global partners, alongside active engagement with industry. The role also encompasses the supervision and mentoring of higher degree by research (HDR) candidates and early career researchers, supporting capability development and research excellence.

Key Accountabilities

- Make original contributions in teaching and/or scholarship which expand knowledge or practice within the discipline including designing, conducting and moderating assessments; 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 the administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate levels, which may include program management of a large award program or a number of smaller award programs.

Key Selection Criteria

1. Demonstrated ability to coordinate large courses and prepare and deliver 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. Demonstrated ability to support student issues related to effective learning.
3. Emerging nationally recognised research track record, including a substantial record of research outputs in high-quality outlets.
4. 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.
5. Ability to manage a large program or a number of small programs.
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

PhD in Entrepreneurship, Innovation Management, or a closely related field.

Working with Children Check

An appointment to this position is subject to holding a valid Victorian Working with Children Check and any other checks required for the specific role. Maintaining a valid Working With Children Check is a condition of employment at RMIT.