



Position Description –Senior Lecturer of Human Resource Management

Position Details

Position Title:	Senior Lecturer, Human Resource Management
College/Portfolio:	College of Business and Law
School/Group:	Department of Human Resource Management, School of Management
Campus Location:	Based at the City campus, but may be required to work and/or be based at other campuses of the University and international partner institutions.
Classification:	Academic Level C
Employment Type:	Continuing
Time Fraction:	1.0 FTE

RMIT University

RMIT is a multi-sector university of technology, design and enterprise. 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. 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 three main campuses in Melbourne are located in the heart of the City, Brunswick, Bundoora and Point Cook, along with other Victorian locations. There are also 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

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>

The College of Business and Law

RMIT University has a reputation for excellence in business and management education, providing high quality, industry responsive programs and research relevant to the national and global marketplace.

Our College of Business and Law operates at the intersection of business and technology, with social impact. The College has a proud history of providing programs that meet the evolving needs of students and industry. Schools in the College of Business and Law offer programs in the heart of Melbourne, RMIT Vietnam and partner institutions around the world.

The College of Business and Law is one of the largest business schools in the Asia Pacific region and delivers industry-engaged education and applied research that spark ambition and new perspectives. Attracting over 31,000 students, programs are delivered in Melbourne, Vietnam, and via significant teaching partnerships in Singapore, China and Indonesia. Through RMIT Online the College offers a range of Undergraduate and Postgraduate programs.

The College of Business and Law comprises five schools offering programs from traineeship to PhD levels. Many programs articulate between vocational education and higher education, creating pathways for further study.

For more information visit <https://www.rmit.edu.au/about/schools-colleges/college-of-business-and-law>

The School of Management

The School of Management is part of the College of Business and Law. The School is comprised of four Departments: The Department of Human Resource Management, the Department of Management and Organisation, the Department of International Business, Innovation and Entrepreneurship, and the Department of Business Administration.

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, organisational 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 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. 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.

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
- International Business/Global Business
- Management and Change
- Business Administration
- Social Impact
- Strategy and Innovation
- Leadership

The College has a Bachelor of Business program, with cross-disciplinary minors and majors in business and technology, social impact, managing global teams, and open innovation.

Department of Human Resource Management

The Department of Human Resource Management (HRM) comprises of a growing team of around 16 full-time scholars and a strong group of associated researchers and HDR students who address contemporary questions about the nature of work and the workforce. We work across multiple industries, government, not-for-profit and business sectors in Australia and internationally. Our academics have expertise in human resource management, industrial relations, organisational psychology, and people analytics.

Our research is action-oriented and sensitive to context. Through our applied research we directly influence national and international public policy debates, and organisational and industry policy and practice, and the development of well-rounded, ethical professionals in HRM. Human resource management and performance, people analytics, international HRM, mental health and wellbeing at work are key themes of our HRM research.

We have growing interest in people analytics, and its increasing use and potential value to support decisions related to people and organisations. We are also concerned with the ethics of the use of people analytics, and how to integrate both quantitative, qualitative and plural perspectives for its enrichment.

Position Summary

The Senior Lecturer in the Department of Human Resource Management will make a significant contribution to the delivery of programs and be actively involved in learning and teaching, research and other professional activities of the School in human resource management. In this role the Senior Lecturer will have program management responsibility within the School. 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.

Reporting Line

Reports to: Head of Department of Human Resource Management
and/or the Dean, School of Management (depending on the nature of other roles held)

In relation to any course coordination, the Senior Lecturer may be responsible to the relevant Program Manager.

Organisational Accountabilities

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

1. Make original contributions in teaching and/or scholarship which expand knowledge or practice within the discipline of international business including: designing, conducting and moderating assessment; implementing improvements informed by course evaluation activities and student feedback.
2. Conduct and lead high quality research, recognised at the international 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.
3. 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

1. Demonstrated experience and/or ability to coordinate large courses and prepare and deliver programs at undergraduate and post-graduate levels in human resource management, 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 experience and ability to support student issues related to effective learning.
4. Emerging internationally recognised research track record including substantial record of research outputs in high quality human resource management journals.
5. Extensive experience in supervising higher degree by research candidates to maximise research performance.
6. Demonstrated experience in managing academic program team, supporting scholarly development of less experienced academic staff.
7. Demonstrated understanding of and commitment to financial, governance and quality management systems within a university.
8. 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

Mandatory: PhD in human resource management.

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.

Right to travel is also a requirement for international teaching opportunities.

Endorsed:	Signature: Name: Title: Date:	Approved:	Signature: Name: Title: Date:
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