



Position Description – Senior Lecturer (Education Focused)

Position Details

Position Title: Senior Lecturer

College/Portfolio: Education **School/Group:** The Academy, ADVCE Group

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

Employment Type: Continuing

Fixed Term Reason: ADVCE LTQ

Reporting Line:
Up to 2 direct reports

No. of Direct reports:

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.

Education Portfolio

The Education Portfolio is headed by the Deputy Vice-Chancellor of Education and Vice President, who leads the planning and implementation of the University's strategies related to RMIT's academic programs and the RMIT student experience. The portfolio is responsible for providing services to support the quality of RMIT programs, including the professional development of academic staff, continuous improvement of the student experience, learning and teaching outcomes, and the management of learning and research information sources.

The Academy sits within RMIT's central Education Portfolio, under the leadership of the Associate Deputy Vice Chancellor Education. It is RMIT's centre for Educator excellence. The Academy is responsible for the delivery of the Graduate Certificate in Tertiary Education providing a rigorous, accredited pathway for staff to grow and be recognised as educators throughout their careers. The Academy works in close partnership with colleges to embed a culture of educational excellence that is discipline-informed and college-valued.

The Academy is also RMIT's home for educational research — providing a coordinated, university-wide space to generate, apply and disseminate evidence-based practice that strengthens teaching and enriches the student experience. The Academy supports academics to pursue scholarly inquiry into their teaching practice and contribute to the broader field of tertiary education.

The Academy is a collaborative academic community committed to fostering innovation, peer learning, and continuous improvement in education across RMIT.

Position Summary

The Senior Lecturer (Education Focused) specialises in educational practice and scholarship and will focus on delivering high quality teaching and contribute to the innovation of education and learning in the School. The incumbent is to make a significant and original contribution to the development and delivery of programs and to be actively involved in research/scholarship of learning and teaching, consulting and other professional activities.

The Senior Lecturer (Education Focused) will have an important education leadership role, including program leadership and/or course coordination, and in embedding their pedagogical expertise into the life of the School and University e.g. through mentoring and modelling best practice. They will also be required to develop high-quality education-related networks across RMIT and with local, national and global, internal and external partners.

As an education focused academic, they will contribute to the education community.

Key Accountabilities

Each key accountability should consider RMIT's **Be-Know-Do leadership model**:

1. Make original contributions in teaching and/or scholarship at undergraduate, honours and postgraduate levels, which expand knowledge or practice within the discipline. This may include program leadership of a large award program or a number of smaller award programs requiring delivery within timelines and budgets and ensuring compliance with quality and reporting requirements.
2. Lead the design or redesign of course materials and resources embedding innovation and creativity.
3. Design, conduct and moderate assessment; implementing improvements informed by course evaluation activities and student feedback.
4. Conduct and/or lead scholarship engagement, regularly disseminating/publishing in high quality outlets and forums to obtain recognition at the national level.
5. Identifying appropriate funding sources and preparing successful funding submissions that attract and/or enhance student learning outcomes.
6. Supervising higher degree by research candidates.
7. Participate in School and College strategy development and governance, and provide advocacy for learning and teaching initiatives.
8. Make a significant contribution to administration activities of an organisational unit or an interdisciplinary area including participating in various learning and teaching committees and consultative committees.

Key Selection Criteria

1. Demonstrated ability to design, delivery and/or coordinate large courses at undergraduate and postgraduate levels, including development of high-quality curriculum and program materials.
2. Proven ability to implement innovative approaches to student-centred learning and quality improvement.
3. Passion and commitment for innovation of education and learning.
4. High-level interpersonal skills and proven ability to establish effective working relationships with colleagues, and students to support effective learning.
5. Emerging nationally recognised research track record including substantial record of research outputs in high quality outlets.
6. Sound research/scholarship record, ability to attract and secure external research funding to sustain research effort, and manage funded research projects including complex budgets and reporting requirements.
7. Extensive experience in supervising higher degree by research candidates to maximise research performance, and mentoring academic staff to deliver high quality outcomes.

8. Experience managing an academic program team, supporting scholarly development of less experienced academic staff.
9. Demonstrated understanding of and commitment to financial, governance and quality management systems within a university.
10. Excellent interpersonal, communication and negotiating skills including the ability to consult with senior executives, external bodies, produce reports, negotiate agreed directions, outcomes and targets within a collaborative environment.

Qualifications

Mandatory: PhD or equivalent in relevant field.

Preferred: Completion of the [Intro to Learning and Teaching Course \(Login required\)](#) or possess (or eligible to apply for) appropriate [HEA Fellowship \(login required\)](#).

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.