

 RMIT Vietnam**Senior Lecturer, Human Resources Management****Position Details**

Position Title:	Senior Lecturer, Human Resources Management
Division/ Centre:	The Business School
Department:	Management
Campus Location:	Based at the Saigon South campus, but may be required to work and/or be based at other campuses of RMIT Vietnam.
Job Grade/ Classification:	Senior Lecturer
Time Fraction:	Full-time

RMIT University

RMIT is a leading multi-sector university of technology, design and enterprise with more than 90,000 students and 10,000 staff globally. We offer postgraduate, undergraduate, vocational education and online programs to provide students with a variety of work-relevant pathways.

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.

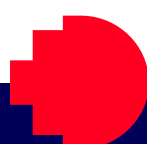
Our three main campuses in Melbourne are located in the heart of the City, Brunswick and Bundoora. Other locations include Point Cook, Hamilton and Bendigo. In Vietnam RMIT has two campuses (Ho Chi Minh City and Hanoi) and an English language centre (Da Nang). RMIT also has a European hub in Barcelona, Spain, as a gateway for European research, industry, and government partnerships. Programs are offered through transnational partners in Singapore, Hong Kong, Sri Lanka, India and mainland China, with research and industry partnerships on every continent.

RMIT Standings in university rankings

RMIT is ranked 125th in the 2026 QS World University Rankings consolidating its reputation as a global leader in education and research. The University is also now ranked 10th in Australia.

The University is ranked 5th globally for its work to reduce inequalities (SDG 10), 30th in supporting decent work and economic growth (SDG 8), and overall 56th worldwide in the 2025 Times Higher Education Impact Rankings.

RMIT has eight subject areas ranked in the top 100 globally in the latest QS World University Rankings by Subject. Four subjects retained their place in the top 50 with Art and Design also maintaining its number one position in Australia. Other standout results included Architecture and the Built Environment, ranked second in Australia and



25th globally, Communication and Media Studies, 4th in Australia and 42nd globally and Library & Information Management coming in at 2nd in Australia and 29th globally. Business and Management ranks 7th in Australia.

www.rmit.edu.au/about

RMIT Vietnam

RMIT University Vietnam (RMIT Vietnam) is a campus of RMIT University and was established in the year 2000. As the leading international university in Vietnam with over 12,000 students, RMIT Vietnam has a high-quality, innovative teaching and learning culture, and a growing research and innovation capability. We provide internationally recognised high-quality education and research aligned to the needs of the Vietnam and ASEAN region. As an internationally recognised Australian university based in South-East Asia, RMIT Vietnam is assisting in the development of human resources capability in Vietnam and the region. Our teaching and research is highly engaged with industry across the region.

Degrees are awarded by RMIT University in Australia, allowing Vietnamese students to receive an overseas education without having to leave home. Given its international profile, RMIT Vietnam is also host to students from Australia and many other countries. All degree programs are recognised by the Vietnamese Ministry of Education and Training (MOET) and are subject to regulation by the Australian Tertiary Education Quality and Standards Agency. The academic programs span from English Language training through to undergraduate, post-graduate and PhD programs. All teaching at RMIT Vietnam is in English and maintain the same standards as Australia.

<https://www.rmit.edu.vn/about-us>

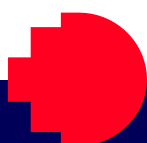
The Business School, Vietnam

The Business School (TBS) in Vietnam is also a part of the College of Business and Law (COBL) in RMIT Melbourne, delivering the College's award programs at Undergraduate, Postgraduate and PhD level. With over 9,000 students, TBS provides high-quality student experiences and graduate outcomes that are globally recognized, including accreditation by the Association to Advance Collegiate Schools of Business (AACSB). The programs provide high levels of industry engagement within Vietnam and the ASEAN region, equipping students with industry-ready skills, strong employability prospects and further opportunities for industry / research partnerships. TBS hosts the Centre for Business and Emerging Technologies highlighting its focus on technology-led teaching, research and engagement ambitions. The academic staff consist of a range of Vietnamese and expatriate staff from over 25 countries.

<https://www.rmit.edu.vn/about-us/schools-and-centres/the-business-school>

Position Summary

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

Reports to: Senior Program Manager, Human Resources Manager

Indirectly reports to: Head of Management Department

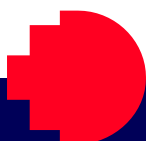
Reporting lines may be adjusted in line with organisational changes.

Key Accountabilities

- 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 the School/University 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.
- Adhere to the requirements of the Academic Expectations and Development Framework of RMIT Vietnam.
- Other duties commensurate with the scope of the role

Key Selection Criteria

- PhD or equivalent Doctoral qualification in a relevant discipline
- Demonstrated ability to coordinate large courses; prepare and delivery programs at undergraduate and postgraduate levels, including high quality curriculum and program materials and ability to implement innovative approaches to student-centred learning and quality improvement.
- Demonstrated ability to support student issues related to effective learning, including demonstration of recent, strong and sustained performance regarding student outcomes, student experience and feedback; combined with notable experience and demonstrated skill in a wide range of teaching settings.
- Emerging nationally recognised research track record including substantial record of research outputs in high quality outlets.
- 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.
- Extensive experience in supervising higher degrees by research candidates to maximise research performance.
- Demonstrated ability to manage academic program team, supporting scholarly development of less experienced academic staff.
- Demonstrated understanding of and commitment to financial, governance and quality management systems within a university.
- 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.

- Ability to operate within and provide leadership across own discipline and cross-disciplinary/multidisciplinary teams to achieve Department and University strategic outcomes.
- Ability to work with external partners, industries, organisations and communities and can operate effectively to address complex issues or seek opportunities
- Ability to motivate, influence, develop and inspire others through discipline leadership in the University environment and with external partners and stakeholders.
- Appointment to this position is subject to passing mandatory check.
- Ability to display appropriate behaviours in line with the position, RMIT Values and RMIT Leadership Model.

English Proficiency

English is the language of teaching and communication at RMIT Vietnam. For this role, the minimum requirement is IELTS (General) with a score of at least 7.0 (or equivalent, as outlined in the Recruitment, Selection and Onboarding Guidelines).

Organisational Accountabilities

RMIT Vietnam is committed to the health, safety and wellbeing of its staff members. RMIT Vietnam and its staff members must comply with a range of Vietnamese legal and regulatory requirements, including foreign investment & business, import & export, contracts & commerce, banking, finance & foreign exchange, labour, taxation, land & premises, environment, and immigration. RMIT Vietnam expects all staff members to comply with its Code of Conduct, policies and procedures, which relate to legal and regulatory requirements and our ways of working.

Work Permit

All foreign employees must adhere to the requirements for obtaining a valid visa and work permit in Vietnam. These requirements are mandated by the Government and may be over and above the mandatory requirements and key selection criteria. Work permit requirements are subject to change. RMIT Vietnam accepts zero tolerance to non-adherence of the immigration laws of Vietnam.

Background checks

RMIT Vietnam is committed to providing a healthy and safe working, research and learning environment that enhances wellbeing across our community. As part of this commitment, all new employees are required to undergo background checks prior to commencing employment. Offers of employment are conditional upon the satisfactory completion of these checks. The specific requirements may vary depending on the nature of the role, as outlined in our Background Check Matrix.

Endorsed

Signature:

Name:

Title:

Date: Must filled section

Approved

Signature:

Name:

Title:

Date: Must filled section

