RMIT
UNIVERSITY

Senior Lecturer, Human Resources Management

Position Details

Position Title:	Senior Lecturer, Human Resources Management
Division/ Centre:	School of Business and Management
Department:	Department of 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:	1.0 (full time, 40hrs per week)

RMIT University

RMIT is a global university of technology, design and enterprise. Our mission is to help shape the world through research, innovation, teaching and engagement, and to create transformative experiences for our students, getting them ready for life and work. One of Australia's original educational institutions founded in 1887, RMIT University now has 82,000 students including 12,000 at postgraduate level.

The University enjoys an international reputation for excellence in professional and practical education, applied and innovative research, and engagement with the needs of industry and the cities in which we are located. 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.

RMIT prides itself on the strong industry links it has forged over its 129-year history. Collaboration with industry is integral to the University's leadership in applied research and education, and to the development of highly skilled, globally focused graduates. We are a 5-Star university under the QS Stars international evaluation system, and are 21st in the world among universities less than 50 years old (2015 QS Top 50 Under 50 index).

RMIT is ranked among the world's top universities in 23 of 38 assessed subjects (and all five faculty areas) featured in the 2017 QS World University Rankings by Subject. RMIT features among the world's top 100 ranking in the 2017 QS subject rankings in Art and Design; Architecture and the Built Environment; Computer Science, Information Systems, Engineering (Civil and Structural); Engineering (Electrical and Electronic); Communication and Media Studies, Education, Business and Management Studies, and Development Studies. The University's research was rated "well above world standard" in 13 research fields and "above world standard" in a further nine fields in the 2015 Excellence in Research for Australia evaluation. In the 2017 QS Graduate Employability Rankings, RMIT is ranked seventh in Australia and 71-80 in the world on the basis of employer reputation, alumni outcomes, partnerships with employers, employer-student connections and graduate employment rate.

www.rmit.edu.au

RMIT Vietnam

RMIT International University Vietnam (RMIT Vietnam) is a campus of RMIT University. RMIT Vietnam is creating an innovative research, teaching and learning culture. We are committed to providing internationally recognised high-quality education and professional training for our students, clients and members of the community.

As an internationally recognised Australian university based in Asia, RMIT Vietnam assists in the development of human resources in Vietnam and the region by providing opportunities for students from around the world to belong to an international educational community that supports them to achieve their potential in an increasingly globalised world.

Degrees are awarded by RMIT University in Australia, allowing Vietnamese students to receive an overseas education without having to leave home. 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. RMIT Vietnam is an English-speaking university and all teaching is in English.

www.rmit.edu.vn

Position Summary

The Senior Lecturer will contribute to the teaching and research in 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 Centre 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, Management

Key Accountabilities

- Make original contributions in teaching and/or scholarship which expand knowledge or practice within the HRM and Management disciplines including: designing, conducting and moderating assessment; implementing improvements informed by course evaluation activities and student feedback.
- Conduct and lead high quality research, recognised at national and international levels: 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/College/University strategy development and governance and make a significant contribution to administration activities of an organisational unit or an interdisciplinary area at undergraduate and postgraduate levels, 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.

Key Selection Criteria

1. PhD or equivalent Doctoral qualification in a relevant discipline
2. Demonstrated ability to coordinate large courses; prepare and delivery 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.
3. 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.
4. Emerging nationally recognised research track record including substantial record of research outputs in high quality outlets.
5. 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.
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.
10. Ability to operate within and provide leadership across own discipline and cross-disciplinary/multidisciplinary teams to achieve Department and University strategic outcomes.
11. Ability to work with external partners, industries, organisations and communities and can operate effectively to address complex issues or seek opportunities
12. Ability to motivate, influence, develop and inspire others through discipline leadership in the University environment and with external partners and stakeholders.
13. Ability to display appropriate behaviours in line with the position as per the RMIT Behavioural Capability Framework (Connectedness, Commitment to Excellence – Improve and Simplify; Imagination and Innovation; Impact; Inclusion; Agility).

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.

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

English Proficiency

English is the language of teaching and communication at RMIT Vietnam. For this role, the minimum requirement is IELTS (Academic) with a score of at least 7.0.

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.

Endorsed:	Signature: Name: Dr Robert McClelland Title: Head of Department Date: June 2019	**Approved:**	Signature: Name: A/Prof Mathews Nkhoma Title: Head of School, SBM Date: June 2019