



Position Description – Associate Deputy Vice-Chancellor Education

Position Details

Position Title: Associate Deputy Vice-Chancellor Education

College: STEM College **School/Portfolio:** Education Portfolio

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

Classification: Executive Level 1 **Time Fraction:** 1.0

Employment Type: Fixed Term

Fixed Term Reason: Senior, Specialist and Executive Employee

Reporting Line: Deputy Vice-Chancellor, STEM College & Vice President

No. of Direct reports: 5-10

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.

STEM College

LEARN! GROW! DO!

Together transforming the world through STEM

The STEM College holds a leading position and expertise in the science, technology, engineering, mathematics, and health (STEM) fields. We are uniquely positioned to influence and partner with industry, as never before. STEM College is a community of exceptional STEM researchers, teachers, inventors, designers and game-changers, supported by talented professional staff. We offer higher education programs across all STEM disciplines at the Bachelor, Master and PhD levels, and ensure our students experience an education that is work-aligned and life-changing.

The College is renowned for its exemplary research in many STEM areas including advanced manufacturing and design; computing technologies; health innovation and translational medicine; nano materials and devices; and sustainable systems. Our brilliant researchers attract funding from government and industry sources. Industry is at the heart of what we do. It ensures our research has real world impact, and our students are truly work-ready. We have established new hubs of industry-connected digital innovation and endeavour and are engaging with global STEM organisations at scale.

Our diversity and shared values empower our work, and we are proud of the College's inclusive, caring culture. We offer a safe, dynamic work environment, and support every member of our community to achieve their potential.

For further information about the STEM College please visit the following site:
<https://www.rmit.edu.au/about/schools-colleges/stem-college>

In STEM we CARE – Collaboration, Accountability, Respect & Empowerment

Position Summary

The Associate DVC, Education for STEM College is a key leadership position responsible for shaping and driving the College's strategic objectives relating to teaching & learning pedagogy and the unique student experience at RMIT. The Associate DVC, Education, will have overall accountability for leading the education portfolio for STEM and delivering transformative, contemporary and high quality education outcomes for our students.

The incumbent provides leadership and expertise in teaching and learning practice, academic capability development and is the College champion for the scholarship of learning and teaching. As a thought leader and strategic influencer, this role drives and sustains a high performing team culture, and ensures alignment with the University's key strategic priorities as well as its commitment to educational quality, inclusion and continuous improvement.

The ADVCEducation represents the College in formulating and implementing the University's Education Strategy whilst developing an education vision and associated plans for the College to ensure effective development and delivery of engaging, innovative, and internationally recognised academic programs.

A key focus is advancing a culture of innovation and capability amongst our staff across course design, delivery and assessment; ensuring relevant programs and courses that are market lead and aligned to workforce needs; pathways across VE/HE; collaboration across Colleges, Schools and disciplines; and pedagogies that encourage and develop deep learning.

Furthermore, the role is responsible for driving Artificial Intelligence (AI) literacy, digital innovation, assessment redesign and academic integrity across STEM programs, including co-design, co-development and sharing of resources and courses in a sustainable manner that align with RMIT's shape and size considerations. The role expects the incumbent will be a change agent for contemporary modalities and digital innovation across a diverse cohort of learners across all our campuses where the College operates.

The incumbent will also have accountability for delivery of learning within all required quality and regulatory frameworks and be responsible for ensuring the College is compliant with state and federal government and regulator quality assurance frameworks. The role will work collaboratively to improve learning & teaching outcomes and drive improved teaching scores, quality as well as the overall student experience across the College.

Key Accountabilities and Strategic Focus

The ADVCEducation will have a strategic leadership approach and focus, and will be responsible for:

Strategic Leadership and Influence

- Lead the development and execution of the College's Education strategy, ensuring alignment with University priorities while contributing to the achievement of College and School strategic objectives.
- Act as the College's authoritative voice in education, shaping institutional direction through thought leadership and active contribution to University-wide education strategy and policy.
- Translate emerging global, sectoral and market trends into strategic priorities that enhance program relevance, competitiveness and future readiness.

Educational Innovation and Academic Quality

- Provide strategic leadership to Schools to design, deliver and continuously enhance innovative, high-quality and market-relevant programs.
- Drive evidence-informed pedagogical innovation across all delivery modes (face-to-face, blended, and online) to improve student outcomes and learning effectiveness.

- Champion the integration of digital capability, artificial intelligence literacy, and contemporary teaching approaches—including project-based, problem-based, and work-integrated learning—across all programs.
- Embed universal design principles to ensure inclusive, accessible and equitable learning experiences for diverse student cohorts across all locations.

Student-Centred Experience

- Foster a student-centric culture that prioritises excellence in teaching, learning and the overall student experience across the full student lifecycle—from recruitment through to graduation and beyond.
- Drive continuous improvement in learning and teaching practices informed by student feedback, data insights and best practice.

Academic Governance, Quality and Compliance

- Ensure robust academic governance, maintaining high standards of quality, integrity and compliance with accreditation, regulatory and legislative requirements.
- Strengthen frameworks, systems and capabilities that support continuous quality improvement and assurance in teaching and learning.
- Oversee the comparability and equivalence of programs delivered globally, safeguarding academic standards and the RMIT brand.
- Contribute expertise to Academic Board and its committees, supporting effective academic governance and decision-making processes.

Partnerships and External Engagement

- Build and sustain strategic partnerships with industry and external stakeholders to inform program design, enhance employability outcomes, and strengthen the College's reputation.
- Position the College as a leader in industry-engaged education, aligning program offerings with workforce needs and future skills.

People Leadership and Culture

- Lead, develop and inspire high-performing teams, fostering a culture of collaboration, innovation, academic excellence and accountability.
- Strengthen academic capability through mentoring, professional development and alignment with institutional frameworks, including academic promotion pathways.
- Model University values and contribute to a positive, inclusive and high-performance culture across the College and University.

Collaboration and Institutional Alignment

- Work in close partnership with the University Education Portfolio to co-design and implement education strategies, frameworks and initiatives.
- Promote cross-College and cross-University collaboration to enhance innovation, capability and consistency in educational practice.

Scholarly Activity

- Maintain an active program of scholarly or research activity aligned to disciplinary expertise and the strategic priorities of the College.

Key Selection Criteria

1. Senior academic and leadership experience with demonstrated expertise in initiating, leading and managing change projects that contribute to improved learning and teaching outcomes which foster a high-performance learning and teaching culture
2. Proven experience in leading learning transformations in an international environment through digital innovation at scale

3. Extensive experience in the development of innovative globally relevant programs and delivery channels, including digitally enabled modes of learning and teaching in Higher Education at the undergraduate and postgraduate levels
4. Significant professional standing in a discipline area relevant to the College and the capacity to support and encourage others to undertake research
5. Extensive experience in the development of innovative globally relevant programmes and online delivery channels
6. Proven outstanding leadership in an academic environment, including the capacity to create high performance teams and to motivate academic and professional staff and demonstrate high levels of innovative excellence
7. Extensive knowledge of the latest national and international developments in teaching and learning, including online and digitally enhanced materials.
8. Strong interpersonal, communication and teamwork skills with demonstrated capacity to promote learning and teaching
9. Ability to combine a collegial style with decisive, clear-thinking, creative and practical implementation strategies

Qualifications

- PhD in a relevant discipline to the College, combined with knowledge and achievements that meet the professorial criteria.
- Member of associations/ accreditations that are applicable to the role.

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.