



Position Description – Associate Deputy Vice-Chancellor – Learning & Teaching

Position Details

Position Title:	Associate Deputy Vice-Chancellor – Learning & Teaching		
College/Portfolio:	Vocational Education	School/Group:	Learning & Teaching
Campus Location:	Primarily based at the City campus, and the potential to work across other RMIT campuses as required.		
Classification:	Executive Level 1	Time Fraction:	Full-time
Employment Type:	Continuing		
Reporting Line:	Deputy Vice-Chancellor & Vice President, College of Vocational Education		
No. of Direct reports:	20-40		

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.

The College of Vocational Education

The next evolution in vocational education at RMIT will need to meet people where they are and take them where they want to go.

RMIT's College of Vocational Education will be ready for the challenge, guided by the EVOLVE @ RMIT Roadmap.

EVOLVE sets a bold agenda and reflects our ambition to lead in industry-connected, learner-centred education to deliver real-world impact.

The EVOLVE Roadmap will contribute to the overarching vision of RMIT's Knowledge With Action Strategy and will support collaboration with stakeholders across colleges and portfolios while also maintaining a distinct VE focus to ensure we can shape the university's future as a connected and future-facing vocational institution.

Our five Roadmap actions are:

- Offer transformative education experiences to all students
- Connect across RMIT and industry for applied research
- Respond at pace and scale to industry, government and communities
- Grow our impact as the leading multi-sector provider in our region
- Invest in our people and organisational enablers to support our success

Position Summary

The ADVC Learning & Teaching – College of Vocational Education, is a key leadership position critical to achieving the College of VE strategic objectives relating to teaching & learning pedagogy and the unique student experience for Vocational Education and Associate Degrees at RMIT. The ADVC, Learning & Teaching will have overall

accountability for the development of transformative, innovative and quality learning frameworks for CoVE students and drive outcomes to support innovation within the teaching community across course design, delivery and assessment. The role will also have accountability for delivery of learning within all required quality and regulatory frameworks and be responsible for ensuring the College of VE is compliant with state and federal government and regulator quality assurance frameworks.

Key Accountabilities

Strategic Leadership	• Drive high level strategic leadership in learning and teaching at discipline, college and university level. • Lead CoVE teaching and learning priorities for RMIT, working across the organisation at the executive level in the achievement of a quality learning experience for all students. • Ensure an outstanding learning experience for all cohorts of students through certificates, apprenticeships, diplomas, associate degrees and potential pathway opportunities. • Foster strong relationships with industry, government and regulators as they relate to learning and student outcomes and quality of delivery.
Innovation & Transformation	• Drive CoVE's agenda in re-imagining programs and course development through evidence-based reflection and pedagogic thinking, design and delivery and improved student outcomes as the key objective. • Develop inclusive teaching and learning frameworks that drive inclusive practices and adaptive ways of learning to ensure a supportive educational experience for all CoVE students. • Lead the design and adoption of digital learning technologies across the full range of CoVE programs. • Develop and maintain a community of practice in pedagogies that are relevant to RMIT CoVE, contemporary and focused on enhancing student experience for flexible, digital and blended learning contexts. • Identify and drive new approaches to practice-based learning through ensuring a market-aligned program portfolio that delivers leading practice based, flexible and life-long learning. • Scan the external environment for emerging trends and perspectives to stay tuned to market needs and incorporate into strategic direction and planning processes.
Quality & Compliance	• Have accountability for the quality and compliance portfolio in CoVE, working to build capability and improve quality frameworks and practices for the CoVE teaching community that meet national and state regulatory requirements and standards. • Have oversight of building capability of an industry current teaching workforce, who are committed to delivering quality teaching outcomes. • Drive a culture of innovation and continuous improvement as it pertains to compliance and quality.
Student Experience	• Drive the vision of being a world leader in applied and practice-based learning where all students graduate with the skills to succeed in work and life through a renewed approach to how teaching and learning is designed, delivered and assessed. • Develop a considered approach to the various student cohorts and seek to tailor the learning experience for different levels of education, different modes of delivery and foster inclusive practices to support the success learners from all backgrounds. • Develop a student centric culture through teaching and learning pedagogy that embraces continuous improvement and innovation. • Articulate pedagogical approaches appropriate to physical space and virtual environments and integrate these into the teaching and learning culture.
Operational Leadership	• Lead and build high performing teams to sustainably deliver on RMIT's vision and strategy, by creating energy and impact that motivates staff to achieve the outcomes of outstanding teaching and student experience at the forefront of decision making.

	• Create an innovative and student/customer centric culture that encourages diversity and inclusion, personal accountability, innovation and continuous improvement and a focus on excellent student/customer outcomes. • Act as a role model for the RMIT Values and demonstrate the behaviours expected of an Executive leader. • Manage people and processes across the function ensuring that it contributes to and enhances the University's goals and objectives.
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Key Selection Criteria

1. National standing in the field of learning and teaching, employability, and/or student experience with significant senior management experience within a VET organisation and proven experience in strategic planning, management of VET programs and HE associate degree programs and related quality improvement processes.
2. Significant leadership experience and comprehensive knowledge in developing high quality pedagogy relevant in the field of learning and teaching, employability, and/or student experience.
3. Experience in applying evaluation and quality assurance techniques and continuous improvement practices.
4. Proven influencing and communication skills, including the capability to initiate, lead and manage projects and organisational change programs that will contribute to improved performance.
5. Demonstrated effectiveness driving a high-performance team in the formation, development and implementation of critical business strategies.
6. Demonstrated ability to lead and support organisational change activities and build a cohesive team environment.
7. Knowledge and understanding of the educational requirements, issues and policies (internal and external) affecting VET policy and translating this into strategy.
8. In depth knowledge and understanding of current trends, challenges and approaches to teaching and learning including national policy in Vocational Education relating to ASQA/TESQA and other regulatory frameworks.
9. Expert communication skills with demonstrated ability to collaborate and influence stakeholders.
10. Highly developed analytical and conceptual skills, including an ability to work independently, think creatively and exercise high level judgement to make decisions often under ambiguity within a dynamic environment.

Qualifications

Relevant Post Graduate Qualification and/or significant relevant experience.

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.