RMIT
UNIVERSITY

Position Description – Associate Dean (Research and Innovation), School of Design

Position Details

Position Title:	Associate Dean (Research and Innovation), School of Design
College/Portfolio:	College of Design and Social Context
School/Group:	School of Design
Campus Location:	Based at the City campus, however may be required to work and/or be based at other campuses of the University.
Classification:	Academic Level D / E
Employment Type:	Fixed term
Time Fraction:	0.6FTE leadership allocation

RMIT University

RMIT is a multi-sector university of technology, design and enterprise. 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. 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 three main campuses in Melbourne are located in the heart of the City, Brunswick and Bundoora. Other locations include Point Cook, Hamilton and Bendigo, two campuses in Vietnam (Hanoi and Ho Chi Minh City) and a centre in Barcelona, Spain. RMIT is a truly global university.

https://www.rmit.edu.au/about/our-locations-and-facilities

We are also committed to redefining our relationship in working with, and supporting, Indigenous self-determination. Our goal is to achieve lasting transformation by maturing our values, culture, policy and structures in a way that embeds reconciliation in everything we do. We are changing our ways of knowing, working and being to support sustainable reconciliation and activate a relationship between Indigenous and non-Indigenous staff, students and community. Our three campuses in Melbourne (City, Brunswick and Bundoora campuses) are located on the unceded lands of the people of the Woi Wurrung and Boon Wurrung language groups of the eastern Kulin Nation.

Why work at RMIT University

Our people make everything at the University possible. We encourage new approaches to work and learning, stimulating change to drive positive impact. Find out more about working at RMIT University, what we stand for and why we are an Employer of Choice.

https://www.rmit.edu.au/careers

We want to attract those who will make a difference. View RMIT's impressive standings in university rankings.

https://www.rmit.edu.au/about/facts-figures/reputation-and-rankings

College of Design and Social Context

RMIT's College of Design & Social Context brings together creative and practical study in the fields of design, technology and society.

Comprised of nine schools, the College encompasses a wide variety of disciplines of the built environment, education, media & communication, global & social studies and across all fields of art and design. It is this breadth of expertise and the shared commitment to addressing the most urgent challenges and opportunities of our time through interdisciplinary collaboration that gives the College its unique identity.

Our work makes substantive contributions to sustainability and regenerative futures, global and social justice agendas and exploring the nexus of technology and the human experience.

We seek to deepen our understanding and offer possible paths forward for society by addressing these issues with imagination, rigour, and practicality. We do this through excellence in education and research that is future-focused, industry-connected and community engaged.

With over 21,000 students in Australia and Vietnam – from undergraduate students to PhD candidates – learning and researching with a team of over 1000 academics, we are dedicated to fostering an environment that advances knowledge and transforms professional practice.

Through our highly respected research centres, groups and international partnerships, the College is having an impact globally with agenda-setting research that informs government policy, supports industry innovation and advances creative practice.

The College has a significant presence in Asia and Europe through higher education programs and active research projects. This includes programs at RMIT's Vietnam campus and with partner organisations in Singapore and Hong Kong, and research activity at RMIT Europe, the University's innovation hub in Barcelona.

The College is recognised globally for its standing across numerous fields with Art and Design maintaining its number one spot in Australia and the Asia-Pacific, and 19th globally, in the 2023 QS World Rankings by Subject. Architecture and the Built Environment ranks second in Australia and 25th globally while Communications and Media Studies is ranked fourth in Australia and in the top 50 globally.

For more information see www.rmit.edu.au/dsc

School of Design

The School of Design is a School comprised of the disciplines of Industrial Design, Digital Design (including Animation and Interactive Media) and Communication Design.

The School builds on RMIT's leading national and international reputation in design education by creating a specific focus on emerging areas such as UX and service design, design strategy and virtual and augmented reality.

It comprises approximately 100 academic and 11 professional staff and over 3000 EFT undergraduate and postgraduate students with expectations of growth.

For more information visit www.rmit.edu.au/about/schools-colleges/design.

Position Summary

The Associate Dean, Research and Innovation is responsible to the Dean for the following activities: provision of research leadership and development, strategic planning and management of the School's research in order to achieve the strategic goals and performance targets of the School; delivery of high

impact and influential research outcomes in focus areas; strengthening the School's research linkages with industries and other organisations nationally and globally developing international research linkages; promoting research collaboration within and across Schools, groups, centres and Institutes; and the recruitment of high quality research students and maintenance of a quality learning environment for research students.

The Associate Dean, Research and Innovation is a member of the School executive team and will work collaboratively with all members of the management team and staff across the school to ensure the School achieves its strategic objectives. The position has a close working relationship with the College Deputy PVC Research & Innovation and other Associate Dean roles.

The time fraction for the leadership role will be determined in line with the applicable workload allocation model.

Reporting Line

Reports to: Dean, School of Design. Dotted line reporting to the College of Design and Social Context Deputy Pro Vice-Chancellor (Research and Innovation).

Direct reports: HDR Coordinator and others as required

Organisational Accountabilities

RMIT University is committed to the health, safety and wellbeing of its staff. RMIT and its staff must comply with a range of statutory requirements, including equal opportunity, occupational health and safety, privacy and trade practice. RMIT also expects staff to comply with its policy and procedures, which relate to statutory requirements and our ways of working.

RMIT is committed to providing a safe environment for children and young people in our community. Read about our commitment and child safe practices. https://www.rmit.edu.au/about/our-locations-and-facilities/facilities/safety-security/child-safety

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

Key Accountabilities

- Lead the implementation of the University's Research Plan within the School, develop and implement research plans and strategies and appropriate performance indicators and targets.
- Promote and provide support and mentoring to staff to respond to the RMIT Research and Innovation Strategy including encouraging and supporting national competitive grants schemes, other government and industry funding applications.
- Provide leadership to enhance and expand Higher Degrees by Research by ensuring an environment which will attract excellent research students to the School, alignment with the school and University's research strategies and agendas, and the development and implementation of effective processes relating to selection, enrolment, awarding of scholarships, supervision and assessment of research candidates.
- Work with Deputy Head, Learning and Teaching to foster interactions between research active staff and undergraduate students and ensure that research is effectively integrated into the School's teaching and learning.
- Work with the Deputy Head, International and key staff to develop international research relationship and initiatives.
- Work closely with the Deputy PVC Research & Innovation to ensure appropriate management of research and HDR functions.
- Chair the School Research Committee and represent the School on the College Research Committee and other appropriate University committees and forums.
- Establish and maintain relations with industry, including government and non-government organisations and firms, and academic and professional bodies to ensure that the School's research activity is aligned with community and industry needs and directions.

- Maintain academic and professional standing and currency by engaging in a program of academic and professional activity and development.
- Undertake teaching and research as appropriate and defined in the annual work plan.

Key Selection Criteria

1. Strong leadership skills and experience in initiating, leading and managing academic teams and projects in a collegiate environment to deliver strategic objectives.
2. Demonstrated understanding of University systems in regard to budget management, quality maintenance and good governance.
3. Demonstrated capacity to think strategically and to act tactically based on organisational priorities and objectives.
4. 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.
5. Ability to lead and contribute to cross-disciplinary and cross-sectoral teams.
6. Demonstrated experience in providing research leadership and expertise that contributes to improved student outcomes.
7. Substantial research track record and record of academic and professional achievement in a discipline area relevant to the School and the capacity to exercise academic leadership to enhance the standing of the School nationally and internationally.
8. Demonstrated strong commitment to research development, learning and teaching quality, and industry and community engagement.

Qualifications

PhD combined with knowledge and achievements that meet the professorial criteria.

Note: Appointment to this position is subject to passing a 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.

Endorsed:	Signature: Name: Title: Date:	**Approved:**	Signature: Name: Title: Date: