

Position Description – Associate Deputy Vice-Chancellor, Research Training & Development

Position Details

Position Title:	Associate Deputy Vice-Chancellor, Research Training & Development
Position Number:	50046884
Portfolio:	Research and Innovation
School/Group:	Office of the Deputy Vice-Chancellor
Campus Location:	Based at the City campus but may be required to work and/or be based at other campuses of the University.
Classification:	Executive Level 2

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 features among the world's top 200 institutions in 13 of the 30 subject areas in the 2015 QS subject rankings. We are among the world's top 100 universities in Art and Design; Architecture and the Built Environment; Engineering (Civil and Structural; Electrical and Electronic; and Mechanical, Aeronautical and Manufacturing); Computer Science; and Business and Management Studies.

The University's research was ranked among the best in the world in the 2015 Excellence in Research for Australia evaluation. RMIT was rated "well above world standard" in 13 fields and "above world standard" in a further nine fields.

www.rmit.edu.au

Research and Innovation Portfolio

RMIT's Research and Innovation Portfolio supports researchers to help shape the world. The portfolio has an engaged, energetic, talented, and collaborative team focused on enabling excellent research and innovation outcomes. With a global presence, community, and industry connections, we support cutting-edge research and careers that make a positive impact on communities.

The Research and Innovation Portfolio supports researchers and graduate researchers with research partnerships, grants and research contracts, funding opportunities, capability development, research training, ethics and integrity, intellectual property, commercialisation, internships, communication, and profile.

Click here to find out more about research and innovation at RMIT University and the Research and Innovation Portfolio.

Position Summary

The ADVC Research Training & Development is responsible for leading improvements to the quality of the University's research education programs, and its commitments to Higher Degree by Research candidates, an important element to develop and build on the research capabilities of the University. The main focus during the period from 2025 will be to deliver on the Research Training targets related to sustainable growth in HDR profile, industry engagement and productivity of HDR candidates while maintaining improvements in the experience of all HDR candidates irrespective of geographical location and enrolling school.

This role reports directly to the Deputy Vice-Chancellor R&I and is responsible for the following:

- Strategically align the Higher Degrees by Research (HDR) Plan with the Research & Innovation Plan and RMIT University Strategic Plan
- Lead and manage of School of Graduate Research (SGR)
- Oversee HDR strategic direction, policy and planning
- Provide HDR candidate training, training and professional development of supervisors, and build services across the University to support research training
- Build and maintain national and international networks
- Active contribution to RMIT Research Committee and the DVC (R&I)'s Executive team and other Committees as required
- Chairing of the Graduate Research Committee
- Member of RMIT Senior Leadership team
- Undertake the role of Deputy DVC (R&I) as required
- The ADVC also participates in various University committees, as required by the Deputy Vice-Chancellor or as a function of the position.

Reporting Line

Deputy Vice-Chancellor Research & Innovation Direct reports: 3 - 5 (This may vary depending on special projects).

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.

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

- Provide high level advice to the DVC R&I and Senior Executive regarding national and international trends and best practice in Higher Degree by Research (HDR) policy, programs and outcomes and on other issues which may impact on these.
- Work closely with the DVC R&I and other members of the R&I Executive and College leadership in developing Research and Research Training plans, for the achievement of targets related to Research Training and Research Training quality and the alignment of Research Training with the university's Research Strategy.
- Develop and implement a planning and reporting cycle for HDR with a focus on excellence, quality assurance, the candidate experience, industry engagement and research outputs.
- Effectively communicate Higher Degree by Research policy directions and initiatives across the University.
- Work closely with Schools and Portfolios to institute practices to maintain a national leadership in research load and completions and in the delivery of distinctive high quality Research Training.
- Work closely with Colleges, Schools and other parts of the university to ensure that RMIT leverages its industry connections to ensure the RMIT HDR experience is distinctive, and candidates are supported in industry-focused and engaged research.
- Work closely with Colleges, Schools, the International Recruitment team and Marketing to promote the distinctiveness of RMIT as a destination for high quality Research Training for outstanding local and international candidates.
- Through active participation in councils, peak bodies and other memberships both nationally and internationally, develop strong networks that engender collaboration and participation and position RMIT as an international leader in postgraduate research education.
- Develop policies and processes to support research candidates and supervisors to maximise performance, and benchmark these nationally and internationally. This includes regular review to ensure improved quality of the HDR candidate experience, timeliness of completions, high quality research outputs and opportunities for industry engagement.
- To oversee the development and provision of high-quality research training and professional development programs for the support of supervisors and candidates, and ensure these are made available to a globally dispersed cohort
- Demonstrated ability to lead, motivate, inspire and foster excellence through clear vision, a collaborative approach and personal influence, with a particular emphasis on leading change effectively within a complex and dynamic organisation.

Key Selection Criteria

1. Significant experience with graduate research issues within the higher education sector in Australia, or a similar national jurisdiction, and in relation to international practices and trends.
2. Experience in implementing significant change and/or continuous improvement projects involving a diverse group of stakeholders, including the ability to appropriately apply methods and tools to the needs of the project.
3. Demonstrated leadership skills, including capacity to initiate, lead and manage change in a dynamic environment.
4. Significant experience in managing and developing a range of staff across various functional areas.
5. Proven ability to communicate and work effectively with internal and external groups and individuals, using an inclusive and collaborative style.

6. Ability to combine a collegial style with decisive, clear thinking, creative solutions and practical implementation strategies.
7. Demonstrated commitment to applying quality assurance and continuous improvement practices.
8. Track record in research and research student supervision.
9. Demonstrated ability to independently analyse and interpret a wide range of information (including financial information), to make rational decisions, to develop sound conceptual frameworks for describing and managing complex problems and issues, and to be mentally creative and flexible.
10. Ability to promote the values and distinctive profile of RMIT University.

Qualifications

Post graduate qualification in an appropriate discipline plus extensive leadership experience.

Endorsed:	Signature: Name: Calum Drummond Title: Deputy Vice-Chancellor R&I and Vice President Date:	Approved:	Signature: Name: Alec Cameron Title: Vice-Chancellor and President Date:
------------------	--	------------------	---