



Position Description – Learning Designer

Position Details

Position Title: Learning Designer

College/Portfolio: Vocational Education **School/Group:** Learning & Teaching Innovation & Quality

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

Classification: HEW 7 **Time Fraction:** 1.0 FTE

Employment Type: Fixed term until end of 2026

Fixed Term Reason: HE – Specific Task or Project

Reporting Line: Senior Learning Designer

No. of Direct reports: Nil

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 purpose of RMIT's College of Vocational Education is to empower learners and our industry, community and government partners to succeed in the new world of work. Our five-year strategic roadmap, ALiVE@RMIT, purposefully guides everything we do in vocational education to deliver our vision: to position RMIT as a leading multi-sector provider with global impact and influence.

Led by our Deputy Vice Chancellor, the College of VE is reimagining how we deliver vocational education to create unique experiences for our students and partners, so we can:

- lead in practice-based learning
- empower learners for the future of work
- engage industry and community at scale
- grow for impact and influence

The College of VE is delivering impact through transformation that creates long-term change.

Position Summary

The Learning Designer will support teaching staff to design, develop and deliver transformative curriculum for the Local Government Earn and Learn project. The incumbent will have experience and a comprehensive understanding of the role technology plays in enhancing student experience and

outcomes, as well as knowledge of the pedagogical affordances of discipline-specific strategies for face-to-face and online learning environments.

Key Accountabilities

- Design and develop learning resources for the Local Government Earn and Learn program in collaboration with industry partners and subject matter experts, applying contemporary vocational education pedagogy and workplace learning principles.
- Establish and maintain project planning frameworks, coordinate milestone delivery with local government partners, and ensure all learning materials meet agreed timeframes for program implementation.
- Create innovative, fit-for-purpose learning resources across multiple media formats that support workplace-based learning and integrate seamlessly with apprentice and trainee workflows in local government contexts.
- Conduct iterative testing and refinement of learning solutions with local government employers and learners, adapting resources based on workplace applicability, technical constraints, and participant feedback.
- Ensure all project deliverables comply with vocational education quality frameworks, industry competency standards, and copyright requirements relevant to government sector training.
- Deliver targeted professional development sessions to local government workplace supervisors and mentors on supporting apprentice and trainee learning and assessment in the workplace.
- Collaborate actively with project partners including local government authorities, industry bodies, and RMIT program teams to achieve project outcomes and support effective knowledge transfer.
- Document and communicate learning design innovations and outcomes from the Local Government Earn and Learn project to inform future Earn and Learn initiatives and vocational education practice.
- Contribute to project evaluation activities and strategic planning to enhance student learning outcomes and employment pathways in the local government sector.

Key Selection Criteria

Essential:

- A collaborative professional who builds engagement and cooperation across diverse stakeholders in complex organisational environments
- Digital learning principles, practices and emerging trends, particularly Canvas LMS and Microsoft educational tools
- Instructional design methodologies for creating student-centred learning experiences in higher education and vocational contexts
- Design and develop engaging learning experiences and assessments that demonstrate educational innovation and digital pedagogy

Desirable:

- Apply independent judgement and problem-solving skills to address learning design challenges
- Manage concurrent projects whilst maintaining quality outcomes and stakeholder relationships

Qualifications

Relevant qualifications and proven experience in either a learning design role or experience as a teacher/trainer and assessor, and appropriate relevant industry 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.