



## Position Description – Lecturer, Human Resource Management

### Position Details

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<b>Position Title:</b>	Lecturer, Human Resource Management
<b>College/Portfolio:</b>	College of Business and Law
<b>School/Group:</b>	Department of Human Resource Management, School of Management
<b>Campus Location:</b>	Based at the City campus, however may be required to work and/or be based at other campuses of the University.
<b>Classification:</b>	Academic Level B
<b>Employment Type:</b>	Continuing
<b>Time Fraction:</b>	1.0

### RMIT University

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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, Bundoora and Point Cook, along with other Victorian locations. There are also 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**

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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 Business and Law**

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RMIT University has a reputation for excellence in business and management education, providing high quality, industry responsive programs and research relevant to the national and global marketplace.

Our College of Business and Law operates at the intersection of business and technology, with social impact. The College has a proud history of providing programs that meet the evolving needs of students and industry. Schools in the College of Business and Law offer programs in the heart of Melbourne, RMIT Vietnam and partner institutions around the world.

The College of Business and Law is one of the largest business schools in the Asia Pacific region and delivers industry-engaged education and applied research that spark ambition and new perspectives. Attracting over 31,000 students, programs are delivered in Melbourne, Vietnam, and via significant teaching partnerships in Singapore, China and Indonesia. Through RMIT Online the College offers a range of Undergraduate and Postgraduate programs.

The College of Business and Law comprises five schools offering programs from traineeship to PhD levels. Many programs articulate between vocational education and higher education, creating pathways for further study.

For more information visit <https://www.rmit.edu.au/about/schools-colleges/college-of-business-and-law>

## **School of Management**

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The School of Management is part of the College of Business and Law. The School is comprised of four Departments: The Department of Human Resource Management, the Department of Management and Organisation, the Department of International Business, Innovation and Entrepreneurship, and the Department of Business Administration.

We are a diverse community of scholars who recognise and embrace multiple perspectives on organisations, management, and work. We are proud of our strengths in translating the knowledge we produce for real world application. We aim to improve public policy, organisational practice, and working life. We do this by advancing leadership, management, employment, innovation and entrepreneurial practices that are inclusive, responsible, and enable people and organisations to thrive.

Our approach is participative and applied. We undertake our change work from within classrooms, within industry and policy spheres, and from inside our research settings. We build bridges across these domains. Civil society relies on bringing together people to generate learning. We embrace the heritage of RMIT University, applying the knowledge co-produced with our research partners in pursuit of just and inclusive ways of organising and managing. Our work is underpinned by an abiding appreciation of human resilience, creativity, and endeavour.

We transform management and work, organisations and institutions, through research, partnerships with industry, and research-led teaching. We ensure our important findings are communicated, not only within scholarly circles, but to professional and industry spheres, and directly to those communities who stand to benefit. We reflect on and improve our own professional practices by creating a collegial environment where initiative is encouraged and supported, and feedback is valued. All our colleagues, irrespective of career stage, help shape the scholarly development activities we engage in to hone our craft. Crucially, we continually reflect on and improve business and management pedagogy, curricula, and teacher-learner interactions. We create sites of (self)discovery, challenge, responsibility, and growth. In these ways, we contribute to the development of responsible and innovative leaders and managers through our teaching practices.

The School currently offers undergraduate and postgraduate coursework programs known for their practicality, industry relevance and flexible delivery in the following areas:

- Entrepreneurship
- Human Resource Management
- International Business/Global Business
- Management and Change
- Business Administration
- Social Impact
- Strategy and Innovation
- Leadership

The College has a Bachelor of Business program, with cross-disciplinary minors and majors in business and technology, social impact, managing global teams, and open innovation.

For more information visit <https://www.rmit.edu.au/about/schools-colleges/management>

### **Department of Human Resource Management**

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The Department of Human Resource Management (HRM) comprises of a growing team of around 15 full-time scholars and a strong group of associated researchers and HDR students who address contemporary questions about the nature of work and the workforce. We work across multiple industries, government, not-for-profit and business sectors in Australia and internationally. Our academics have expertise in human resource management, industrial relations, organisational psychology, and people analytics.

Our research is action-oriented and sensitive to context. Through our applied research we directly influence national and international public policy debates, and organisational and industry policy and practice, and the development of well-rounded, ethical professionals in HRM. Human resource management and performance, people analytics, mental health and wellbeing at work are key themes of our HRM research.

We have growing interest in people analytics, and its increasing use and potential value to support decisions related to people and organisations. We are also concerned with the ethics of the use of people analytics, and how to integrate both quantitative, qualitative and plural perspectives for its enrichment.

### **Position Summary**

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The Lecturer, Human Resource Management is expected to contribute to the teaching and research efforts of the School in human resource management. More specifically, the Lecturer is responsible for carrying out teaching activities within undergraduate, Masters and Graduate Certificate programs and for maintaining and advancing their scholarly, research and/or professional capabilities. The Lecturer is also expected to actively promote the program by establishing and maintaining memberships, links and partnerships with academic, industry and professional communities. The Lecturer is expected to work collaboratively and collegially with fellow academics within the teaching team, and update colleagues and students on developments in their subject area or specialisation. The Lecturer will be responsible for course coordination.

### **Reporting Line**

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Reports to: Head of Department – Human Resource Management and/or the Dean  
Direct reports: N/A

### **Organisational Accountabilities**

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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**

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- Undertake independent teaching at undergraduate and postgraduate level including: designing, conducting and moderating assessment; implementing improvements informed by course evaluation activities and student feedback.
- Undertake independent professional activities, scholarship and/or conduct high quality research activities appropriate to the profession or discipline including: managing individual projects within timelines and budgets and ensuring compliance with quality and reporting requirements; publishing research results in high quality outlets as lead or co-author; preparing and submitting external research funding applications; and supervising higher degree by research candidates.
- Undertake administration duties, which may include course coordination role or management of a small award program.

**Key Selection Criteria**

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1. Demonstrated ability to prepare and deliver programs at undergraduate and post-graduate levels in HRM, including online delivery with digital technologies, and the ability to produce high quality curriculum or program materials.
2. Ability to undertake course coordination role.
3. Demonstrated capacity to work effectively with and to negotiate sensitively with students especially on issues related to effective learning.
4. Emerging track record and recognition for quality research outputs which will contribute to the existing HRM Discipline and School research areas evidenced by publications, development of new research initiatives, competitive research funding, and industry links.
5. Demonstrated ability to supervise higher degree by research candidates.
6. Ability to build effective networks with colleagues and generate alternative funding projects through effective liaison with industry and government.
7. Excellent interpersonal and communications skills appropriate for interacting with higher degree by research candidates, staff and industry, together with a strong commitment to teamwork and multidisciplinary collaboration.

**Qualifications**

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**Mandatory:** PhD or equivalent in Human Resource Management.

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.

<b>Endorsed:</b>	Signature: Name: Title: Date:	<b>Approved:</b>	Signature: Name: Title: Date:
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