



## Position Description – Senior Lecturer, Entrepreneurship and Innovation

### Position Details

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

### 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>

## **The 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.

Click [here](#) for more information about the College.

### ***School of Management***

The School of Management is part of the College of Business and Law. The School is comprised of three Departments: The Department of International Business and Innovation & Entrepreneurship, the Department of Human Resource Management, and the Department of Management and Organizations.

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.

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

- Entrepreneurship and Innovation
- Human Resource Management/People Analytics
- International Business/Global Business
- Management and Change
- Leadership.

Click [here](#) for more information about the School.

### ***Department of International Business and Innovation & Entrepreneurship***

The Department of International Business & Innovation and Entrepreneurship (IBIE) is an interdisciplinary department, bringing together about 20 full-time scholars of International Business, Entrepreneurship, and innovation along with a strong group of associated researchers and HDR students. This novel grouping gives rise to an environment of creativity and intellectual challenge, enabling connections across research fields. Our interests cohere in a number of areas. IBIE scholars share an interest in understanding and fostering creativity, innovation, and behaviours that impact positively on people, organisations, and their environments. To enable these changes, we search for new forms of organisation, collaboration, and co-creation, and think critically about the status quo. We support organisations to understand what meaningful social responsibility looks like and develop practical pathways for organisations to fulfil these responsibilities.

Members of the Department aim to promote research excellence and develop higher level academic credential and unique identity in the focal field through high quality publications and to advance research capability and skills, forge and promote internal and external research collaborations,

IBIE is a home to two disciplinary research groups.

- The Sustainable Global Business Operations and Development research group brings together the researchers across the school and conducts research with a focus primarily on multinational enterprises (MNEs), particularly the theoretical and practical insights of various aspects of foreign direct investment by MNEs into and from emerging countries, and the impact of such MNEs and their sustainable development on host-country business, society, and environment.
- The Diversity-Accelerated Entrepreneurship & Innovation research group focuses on the activities of groups which bring a unique lens to their entrepreneurial activities (for example, women and migrants). These groups represent a critical opportunity to build on our strengths and develop them further.

### **Position Summary**

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The Senior Lecturer in Entrepreneurship & Innovation in the Department of International Business and Innovation & Entrepreneurship will make a significant contribution to the delivery of programs and to be actively involved in research, consulting, and other professional activities of the School in Entrepreneurship & Innovation disciplines related to their field of expertise.

In this role the Senior Lecturer will have program management responsibility within the School. The Senior Lecturer will teach and make a significant contribution to teaching and learning in the mainstream entrepreneurship and innovation courses or programs.

The Senior Lecturer will develop, engage in and lead high quality research projects that are aligned with the University's research focus areas to achieve success in attracting research funding and to produce high quality outputs. The Senior Lecturer will have an important research leadership role in embedding their research expertise into the life of the School and will be required to develop high-quality, productivity-driven networks across RMIT and with local, national and global, internal and external partners.

### **Reporting Line**

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Reports to: Head of Department of International Business and Innovation & Entrepreneurship and/or the Dean, School of Management (depending on the nature of other roles held)

In relation to any course coordination, the Lecturer is responsible to the relevant Program Manager.

### **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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1. Make original contributions in teaching and/or scholarship which expand knowledge or practice within the discipline of entrepreneurship and innovation including: Designing, conducting and moderating assessment; implementing improvements informed by course evaluation activities and student feedback.
2. Conduct and lead high quality research, recognised at the international level: Developing highly successful research teams; managing research projects and programs within timelines and budget and ensuring compliance with quality and reporting requirements; regularly publishing research results in high quality outlets as lead author and in collaboration with other researchers; identifying appropriate funding sources and prepare successful external research funding submissions; supervising higher degree by research candidates.
3. Participate in School and College strategy development and governance and make a significant contribution to administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level.

**Key Selection Criteria**

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1. Demonstrated ability to coordinate large courses and prepare and delivery programs at undergraduate and post-graduate levels, including high quality curriculum and program materials and ability to implement innovative approaches to student-centred learning and quality improvement.
2. Demonstrated ability to support student issues related to effective learning.
3. Emerging nationally/internationally recognised research track record including substantial record of research outputs in high quality entrepreneurship, innovation, and business and management journals.
4. A strong research pipeline that is expected to further strengthen the entrepreneurship and innovation strategy research activities of the department/school.
5. Extensive experience in supervising higher degree by research candidates to maximise research performance.
6. Demonstrated ability to manage academic program team, supporting scholarly development of less experienced academic staff.
7. Demonstrated understanding of and commitment to financial, governance and quality management systems within a university.
8. 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.

**Qualifications**

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**Mandatory:** Earned PhD in the field of Entrepreneurship and Innovation Strategies.

**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.

**Preferred:** Completion of the [Essentials of Learning and Teaching \(login required\)](#) or possess (or eligible to apply for) appropriate HEA fellowship (if the appointed candidate does not meet this requirement at time of appointment, they will be supported to complete this as a requirement to fulfil their probation).

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