



Position Description – Lecturer, Early Career Development Fellow

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| Position Title: | Lecturer, Early Career Development Fellow in Psychology |
| Position Number: | 50058519 |
| College/Portfolio: | Science, Engineering and Health |
| School/Group: | School of Health and Biomedical Sciences |
| Campus Location: | Based at the Bundoora campus but may be required to work and attend the City campus of the University. |
| Classification: | Academic Level B |
| Employment Type: | Fixed Term for 3 years - Early Career Development Fellowship |
| Time Fraction: | FTE 1.0 |

RMIT University

RMIT is a leading multi-sector university of technology, design and enterprise with more than 91,000 students and 11,000 staff globally. We offer postgraduate, undergraduate, vocational education and online programs to provide students with a variety of work-relevant pathways.

Our purpose is to offer life-changing experiences for our students, and to help shape the world with research, innovation, teaching and industry engagement. With strong industry connections forged over 130 years, collaboration with industry remains integral to RMIT's leadership in education, applied and innovative research, and to the development of highly skilled, globally-focused graduates.

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.

We are also committed to redefining our relationship in working with and supporting Aboriginal 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

We're proud to share with you:

- The launch of our second [Reconciliation Plan for Dhumbah Goorowa– a “commitment to share” - an important step in our reconciliation journey.](#)
- RMIT University is an **Athena SWAN** member with Bronze Award accreditation and the College of Science, Engineering and Health is central to driving improvements in gender equality, diversity and inclusion, particularly in the Science, Technology, Engineering, Mathematics and Medicine (STEMM) disciplines.
- RMIT was placed **10th in the 2019 Randstad Employer Brand Research Awards**, up five spots from 2018.
- We were named as an **Employer of Choice for Gender Equality** by the Workplace Gender Equality Agency in 2019.
- We achieved **Gold Employer status for LGBTIQ** inclusion in the Australian Workplace Equality Index (AWEI) in 2018 and now in 2019.
- We were recognised as a **top five employer in 2018 for workplace accessibility** with the Australian Network on Disability.

RMIT Standings in university rankings

RMIT has a deep commitment to innovation, research and teaching, we are a 5-Star university under the QS Stars international evaluation system and are **238th globally in QS World University Rankings 2020** (moved up 12 places compared to 250th last year), being also 32nd in the world among universities less than 50 years old (2014 QS Top 50 Under 50 index). Additionally:

- In the 2019 QS World University Rankings by Subject, RMIT was positioned 12th in the world (highest ranked in Australia) in Art and Design, 22nd in the world (fourth highest in Australia) in Architecture and the Built Environment, and 37th in Media and Communications. We are also among the world's top 100 universities in Engineering (Civil and Structural; Electrical and Electronic; and Mechanical, Mechanical, Aeronautical and Manufacturing); Accounting and Finance; and Business and Management Studies).
- In the 2018 QS Rankings by Subject, RMIT was ranked 11th in the world and number one in the Asia Pacific for Art and Design, and 26th in Architecture and the Built Environment. RMIT is also among the world's top 100 universities in Engineering (Civil and Structural; Electrical and Electronic; and Computer Science and Information Systems); Accounting and Finance; Business and Management Studies; and Communication and Media Studies. The 2018 Shanghai Ranking's Global Ranking of Academic Subjects highlighted RMIT's strength in Engineering and Technology in particular.
- In the specialised rankings, RMIT is ranked 77th in the QS Graduate Employability Rankings 2020 and 82nd in the inaugural Times Higher Education University Impact Rankings 2019.
- RMIT also ranks in the world's **top 400** in the 2019 Academic Ranking of World Universities and in the world's **top 400** in 2020 Times Higher Education World University Rankings.

For more information, visit rmit.edu.au/about.

College/Portfolio/Group

The College comprises four Schools delivering a broad range of programs in science, engineering, health and technology at apprenticeship, certificate, bachelor, masters and PhD levels. Many programs articulate between vocational and higher education, creating pathways for further study. There is a vibrant research community attracting funding from a range of government and industry sources. The College has an annual income of approximately \$425 million and employs over 1,000 staff providing on and offshore programs to approximately 20,000 students.

RMIT University is an Athena SWAN member and the College of Science, Engineering and Health is central to driving improvements in gender equality, diversity and inclusion, particularly in the Science, Technology, Engineering, Mathematics and Medicine (STEMM) disciplines.

Details relating to the College may be found at: www.rmit.edu.au/seh

School of Health and Biomedical Sciences

The School of Health and Biomedical Sciences comprises three Academic Clusters (Allied Health, Applied Health, and Biomedical Sciences). Primarily based at the RMIT Bundoora campus, we undertake teaching and research across ten disciplines: Chinese Medicine, Chiropractic, Exercise Science, Human Biosciences, Laboratory Medicine, Medical Radiations, Nursing, Osteopathy, Pharmacy and Psychology.

Many of our programs include Work Integrated Learning as an intrinsic part of student learning, both through placements in partner industries and through the University's student led Health Sciences Clinic located at Bundoora.

The School's research was ranked as well above world standard in clinical science, complementary and alternative medicine, medical physiology, microbiology and pharmacology & pharmaceutical sciences, and above world standard in psychology, public health & health service and medical & health sciences.

We have a strategic focus on chronic disease and integrative health care with cross-cutting themes of: Indigenous Health, Exercise & Nutrition, Ageing in Health & Disease, and Medical Devices, Diagnostics and Prognostics. Research within the School is supported by modern facilities and state-of-the-art equipment as well as a significant number of national and international partners.

Details of the School can be found at:

<https://www.rmit.edu.au/about/our-education/academic-schools/health-and-biomedical-sciences>

Discipline of Psychology

The Discipline of Psychology is located on both the Bundoora Campus (West) and the City Campus of the University. The discipline has a focus on the application of psychology to achieve better health outcomes. An important aspect of our clinical program is the exposure to practice experience that students receive in our multi-disciplinary clinic at University Hill, Bundoora. The discipline has research strengths in biological, health and clinical psychology, particularly in the areas of sleep, lifestyle and chronic diseases.

Details of the Discipline can be found at:

<http://www.rmit.edu.au/study-with-us/health-and-biomedical-sciences/psychology>.

Position Summary

The Lecturer, Early Career Development Fellow (ECDF) is expected to contribute to the teaching and research efforts of the School in the Discipline of Psychology. More specifically, you will be responsible for undertaking teaching activities within the Undergraduate and Postgraduate programs, and for maintaining and advancing your scholarly, research and/or professional capabilities. The position will increase our expertise in Clinical Psychology and Cross-Cultural Psychology.

As the Lecturer (ECDF), you will actively promote the program by establishing and maintaining memberships, links and partnerships with academic, industry and professional communities. You will work collaboratively and collegially with fellow academics within the teaching team, and update colleagues and students on developments in your subject area or specialisation. You may also be responsible for course coordination.

As the ECDF you will have performed casual teaching work for an Australian University during the past three years and have not been employed on a continuing basis at an Australian University. You will have obtained your PhD.

Reporting Line

Reports to: Discipline Leader in Psychology

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

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

1. Undertake independent teaching at undergraduate, honours and postgraduate level including designing, conducting and moderating assessment; implementing improvements informed by course evaluation activities and student feedback.
2. 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.
3. Undertake administration duties, which may include course coordination role or management of a small award program.

Key Selection Criteria

1. Demonstrated ability to prepare and deliver programs at undergraduate and postgraduate levels, including online delivery, and the ability to produce high quality curriculum or program materials.
2. Ability to undertake course coordination role including endorsement as an AHPRA approved registered Psychologist.
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 existing Discipline and School research areas evidenced by publications, development of new research initiatives, competitive research funding, and industry links.
5. An ability to supervise research projects and an interest in supervising PhD students.
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.
8. Evidence of teaching and research expertise in Clinical Psychology and Cross-Cultural Psychology.

Qualifications

Mandatory:

- Performed casual teaching work in an Australian University within the last three years
- PhD in a relevant field and endorsement as an AHPRA-approved registered Psychologist
- Appointment to this position is subject to passing a Working with Children Check

Preferred: Completion of the Essentials in Tertiary Teaching Practice program or equivalent¹ (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).

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| Endorsed: | Signature: <i>Prof Jennifer Kelly</i> Name: Prof Jennifer Kelly Title: Associate Dean, Applied Health Cluster Date: 17.06.20 | Approved: | Signature: <i>Distinguished Prof Charlie Xue</i> Name: Distinguished Prof Charlie Xue Title: Exec Dean, School of Health and Biomedical Sciences Date: 22.07.20 |
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