

**Position Description – Associate Lecturer/Lecturer (Early Career Development Fellow)****Position Details**

<b>Position Title:</b>	Associate Lecturer/Lecturer (ECDF) in Civil and Infrastructure Engineering
<b>Position Number:</b>	TBA
<b>College/Portfolio:</b>	STEM College
<b>School/Group:</b>	School of Engineering
<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 and/or partner institutes (including overseas).
<b>Classification:</b>	Academic Level A/B <i>Salary Schedule:</i> <a href="https://www.rmit.edu.au/staff/hr-central/pay-super-benefits/pay/salary-schedules">https://www.rmit.edu.au/staff/hr-central/pay-super-benefits/pay/salary-schedules</a>
<b>Employment Type:</b>	Fixed term – Early Career Development Fellowship
<b>Time Fraction:</b>	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 three years in a row!
- We achieved **Gold Employer status for LGBTIQ** inclusion in the Australian Workplace Equality Index (AWEI) in 2018, 2019 and 2020.

- We were recognised as a **top five employer in 2018 for workplace accessibility** by the Australian Network on Disability and awarded with **Disability Confident Recruiter Accreditation** in 2020.
- In 2020, RMIT University has become the first Australian institution to receive the **HR Excellence in Research Award**, recognized by the European Commission.

### RMIT Standings in university rankings

We are ranked **#1 in the world** for our efforts to reduce inequality in the Times Higher Education (THE) Impact Rankings 2020.

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 **223rd globally in QS World University Rankings 2021** (moved up 15 places compared to 238th last year), being also 18th in the world among universities less than 50 years old (2014 QS Top 50 Under 50 index). Additionally:

- In the 2020 QS World University Rankings by Subject, RMIT was positioned 11th 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 2020 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 has moved up 51 places in the 2021 Times Higher Education World University Rankings, strengthening its reputation as a leading global university. The University has leapt more than 150 places since 2015 and is now ranked in the **top 301-350 band**.
- RMIT continued its strong performance in the 2020 CWTS Leiden Ranking, which ranks the world's top research-intensive universities, moving up 21 places to be ranked **293rd globally** on proportion of international publications, and **ranking 225th** on proportion of top 5% publications, up 120 places from 2019.

For more information, visit [www.rmit.edu.au/about](http://www.rmit.edu.au/about)

### STEM College

The STEM College holds a leading position and expertise in the science, technology, engineering, mathematics, and health (STEM) fields. We are uniquely positioned to influence and partner with industry, as never before.

STEM College is a community of exceptional STEM researchers, teachers, inventors, designers and game-changers, supported by talented professional staff. We offer higher education programs across all STEM disciplines at the Bachelor, Master and PhD levels, and ensure our students experience an education that is work-aligned and life-changing.

The College is renowned for its exemplary research in many STEM areas including advanced manufacturing and design; computing technologies; health innovation and translational medicine; nano materials and devices; and sustainable systems. Our brilliant researchers attract funding from government and industry sources.

Industry is at the heart of what we do. It ensures our research has real world impact, and our students are truly work-ready. Under the leadership of DVC STEM College & Vice President, Digital Innovation, we have established new hubs of industry-connected digital innovation and endeavour and are engaging with global STEM organisations at scale.

Our diversity and shared values empower our work, and we are proud of the College's inclusive, caring culture. We offer a safe, dynamic work environment, and support every member of our community to achieve their potential. The College appointed Victoria's first ever Dean of STEM, Diversity & Inclusion in 2020, and this role drives gender equity, diversity and inclusion strategies across the College.

STEM College employs 1,000 staff who deliver onshore and offshore programs to approximately 20,000 students.

We are here to positively impact the world and create the next generation of STEMM leaders.

[www.rmit.edu.au/seh](http://www.rmit.edu.au/seh)

## **School of Engineering**

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The School of Engineering comprises a diverse range of disciplines: Aerospace Engineering & Aviation; Chemical & Environmental Engineering; Civil & Infrastructure Engineering; Electrical & Biomedical Engineering; Electronic & Telecommunication Engineering; Manufacturing, Materials & Mechatronic Engineering; Mechanical & Automotive Engineering.

As a top 100 university in the world for engineering (2015 QS Rankings by Faculty; Engineering and Technology), RMIT Engineering provides students with work-relevant education programs, access to excellent research facilities and opportunities to engage in creative real-world project work through robust relations with local and international industry leaders. RMIT Engineering's education is based on innovation and creativity. Key discipline areas in the School of Engineering provide programs with flexible pathways to global careers or postgraduate research.

<https://www.rmit.edu.au/about/schools-colleges/engineering>

## **Position Summary**

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The civil engineering and construction sectors need a rapid change to move towards a resource efficient circular economy and a drive for more efficient, automated and modular manufacturing through Industry 4.0. The Associate Lecturer/Lecturer (ECDF) applicant shall have capabilities in advanced ICT methodologies and systems to enable digital transformation and enhancing the productivity and sustainability of the construction industry; and have advanced knowledge in digital engineering and technologies such as big data, IoT, BIM for creation and manufacturing of low cost sustainable materials, design for offsite construction and visualization.

The Associate Lecturer/Lecturer (ECDF) will contribute to teaching and research activities within the Discipline of Civil and Infrastructure Engineering, in the School of Engineering. The Associate Lecturer/Lecturer (ECDF) is responsible for carrying out teaching activities within undergraduate, and postgraduate programs. The Associate Lecturer/Lecturer (ECDF) is also expected to be actively promote their teaching and research activities by establishing and maintaining memberships, links and partnerships with academic, industry and professional communities. The Associate Lecturer/Lecturer (ECDF) 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 Associate Lecturer/Lecturer (ECDF) will be responsible for course coordination.

## **Reporting Line**

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Reports to: Associate Dean, Civil and Infrastructure Engineering

Direct reports: Nil

## **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.

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. 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, honours and WIL (Work Integrated Learning) projects.
3. Undertake administration duties, which may include course coordination role or coordination of student projects.

**Key Selection Criteria**

1. Demonstrated capabilities in teaching and research in the field of Civil Engineering and Construction.
2. Provide evidence of casual teaching for an Australian University within the past three years and have not been employed on a continuing basis at an Australian University.
3. Demonstrated ability to prepare and deliver courses at undergraduate and graduate levels.
4. Demonstrated ability to be innovative in teaching, including online or blended delivery, and the ability to produce high quality curriculum or course materials.
5. Ability to undertake course coordination roles.
6. Demonstrated capacity to adhere to organisational policies and practices and to negotiate sensitively with students especially on issues related to effective learning, particularly in an online learning environment.
7. An emerging track record with evidence of international recognition for quality research outputs that contribute to the Disciplines and Schools research in the form of publications, the development of new research initiatives and/or industry links.
8. Experience in the supervise higher degree by research candidates.
9. Ability to build networks with colleagues, participate as a team member in funded projects and preferably experience in the submission of competitive research grant proposals.
10. Excellent interpersonal and communications skills appropriate for interacting with higher degree by research candidates, together with a strong commitment to teamwork and multidisciplinary collaborations.

**Qualifications**

**Mandatory:** PhD or equivalent research doctorate in Civil Engineering or Built Environment field.

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

To be eligible to apply, candidates must have performed casual teaching work at an Australian University within the past three years and must not have been employed on a continuing basis at an Australian University. Applicants who have previously been employed on a fixed-term basis at an Australian University are eligible for this position, however the requirement remains to also have performed casual teaching work as per the above parameters.

<b>Endorsed:</b>	Signature:  Name: Professor Kevin Zhang Title: Associate Dean Civil & Infrastructure Engineering Date: 28/01/2021	<b>Approved:</b>	Signature: Name: Distinguished Professor Adrian Mouritz Title: Dean, School of Engineering Date:
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