



Position Description – Senior Lecturer Early Childhood Education

Position Details

Position Title:	Senior Lecturer Early Childhood Education
Position Number:	50074113
College/Portfolio:	College of Design and Social Context
School/Group:	School of Education
Campus Location:	Based at the Bundoora West campus but may be required to work and/or be based at other campuses of the University.
Classification:	Academic Level C <i>Salary Schedule:</i>
Employment Type:	Ongoing
Time Fraction:	Full time

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

The College of Design and Social Context encompasses RMIT University's renowned art, architecture, design, built environment, communication, and social science disciplines. The college has 24,500 students and over 1,000 staff located in 8 schools.

The College's academic programs are generally market leaders and in high demand. Based on a strong foundation of practise led, industry partnered teaching and research, we aim to deliver skilled graduates with a deep sense of purpose, and high impact research and innovation.

For more information see www.rmit.edu.au/dsc

School of Education

The School of Education is one school within the College of Design and Social Context and offers undergraduate and postgraduate studies in education, pre-service teacher education, early childhood education, educational research, professional learning and short courses.

The School is committed to teaching, research and engagement that improves the quality of education, work and life for people and systems in formal and informal settings. Collaborating with a variety of partners, we strive to co-create teaching, learning and professional development experiences that are engaging, industry responsive and evidence-informed. The school's research is innovative, with academic staff and HDR students employing a variety of traditional and cutting-edge methods and theories that contribute to our understanding of education in domestic and international education settings. We examine important educational issues, and work to contribute new insights that will advance equity, excellence and efficiency that benefits individuals and educational organisations in the spirit of reconciliation.

Position Summary

The Program Manager - Senior Lecturer will contribute to the teaching and research efforts of the School and have the responsibility for program management of the early childhood offerings. The incumbent is to make a significant contribution to the development, accreditation and delivery of the Early Childhood Education Program online, face to face and internationally. The incumbent also actively involved in research, consulting and other professional activities associated with the Early Childhood Education Program. The Program Manager 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 incumbent 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

Reports to: The Associate Dean (Education)

Direct Report: Lecturers of relevant program

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. Make original contributions in teaching and/or scholarship which expand knowledge or practice within the discipline 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 national 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, which may include program management of a large award program or a number of smaller award programs.

Key Selection Criteria

1. Extensive professional experience and leadership in Early Childhood Education.
2. Proven expertise in teaching at postgraduate level, including successful delivery of programs online.
3. 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.
4. Ability to manage a large program or a number of small programs.
5. Demonstrated ability to support student issues related to effective learning.
6. Emerging nationally recognised research track record including substantial record of research outputs in high quality outlets.
7. Extensive experience in research leadership with the ability to build and develop collaborative research teams, mentor academic staff to deliver high quality outcomes, attract and secure external research funding to sustain research effort and manage funded research projects including complex budgets and reporting requirements.
8. Extensive experience in supervising higher degree by research candidates to maximise research performance.
9. Demonstrated ability to manage academic program team, supporting scholarly development of less experienced academic staff.
10. Demonstrated understanding of and commitment to financial, governance and quality management systems within a university.
11. 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

Mandatory: PhD and four year Early Childhood degree is essential.

Appointment to this position is subject to passing a Working with Children Check and eligibility for teacher registration.

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).

Endorsed:	Signature: Name: Prof Jeffrey S Brooks	Approved:	Signature: Name: Prof Tania Broadley
------------------	---	------------------	---

	Title: Associate Dean (Education) Date: 15/4/21		Title: Dean of School Date: 15/4/21
--	--	--	--