



Dean of Engineering
RMIT University

Candidate Pack

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01. Introduction from the Deputy Vice-Chancellor

Hello,

It is my pleasure to share with you information about the recruitment of a senior leadership role in my executive team at RMIT University's STEM College.

As Dean of Engineering, the position holder will lead the School of Engineering with an underlying Professorial position and work to enhance our students' experience, deliver impactful research results and grow important industry relationships across sectors, including advanced manufacturing and materials, biomedical engineering, aerospace engineering, security and resilience, civil infrastructure, renewable energy and sustainable environments.

As a member of the STEM College Executive team, the Dean will help to guide our College's strategic priorities and define and create opportunities for collaboration across the College and the University. Their words and actions will demonstrate our agreed College values, In STEM we CARE, which highlight collaboration, accountability, respect and empowerment.

RMIT is an international university of technology, design and enterprise with over 99,200 students and just over 12,000 staff globally. We empower people and communities to adapt and thrive across generations, with education, research and civic engagement that are applied, inclusive and impactful. Postgraduate, undergraduate, vocational education, foundation studies and online programs offer students a variety of work-relevant pathways.

At RMIT, the way we undertake our work is just as important as our achievements – our culture depends on the way we act as a community. We actively strengthen relationships between Indigenous and non-Indigenous peoples for the benefit of all Australians and the communities in which RMIT operates.

The STEM College holds a leading position and expertise in the science, technology, engineering, mathematics, and health and medical sciences (STEM) fields. We are focused on creating innovative and practical solutions to real-life problems; discovering and applying new knowledge and new ways of thinking about the environment and sustainability, health and wellbeing; advanced technologies and digital transformation through research, education and training in collaboration with a wide range of partners.

With more than 1300 academic and professional staff, we are a community of exceptional STEM researchers, teachers, inventors, designers and game-changers. Across our four Schools and one Academy, we offer higher education programs in STEM disciplines at the Bachelor, Master and PhD levels, and ensure our nearly 20,000 students, in Australia and abroad, experience an education that is work-aligned and life-changing.

We look to the future, actively exploring the needs of the communities we serve to ensure our research is meaningful and our students have the skills they need to make real impact as soon as they graduate. Together, we work collaboratively across our College in Med Tech, Health and Social Care, Security and Resilience, Additive Manufacturing and Clean Energy, leveraging our expertise to address societal challenges now and into the future.

The School of Engineering comprises more than 350 academic and professional staff supporting close to 10,000 students across six departments, including Aerospace, Biomedical, Chemical and Environmental, Civil and Infrastructure, Electrical and Electronic and Mechanical, Manufacturing and Mechatronics (MMM).

We have enduring industry partnerships with organisations such as Acciona, Amazon Web Services, Defence Science and Technology Group, Boeing, and the Aikenhead Centre for Medical Discovery, helping us to design and deliver our education, research and research translation.

Our rankings reflect the high standard of our learning and teaching and research. Civil and Structural Engineering and Material Science feature in the QS World Rankings by Subject top 100, and Electrical and Electronic and Mechanical, Aeronautical and Manufacturing feature in the top 150. In Academic Ranking of World Universities (ShanghaiRanking), RMIT Civil Engineering and Aerospace Engineering are ranked 27 and 30 globally.

The research community within RMIT is rich, deep and diverse and there will be many opportunities for the position holder to build research teams through collaborating with peers from both within the University and external partners.

In STEM College, our deep strengths in research are exemplified by our seven Leading Research Centres that identify and support research excellence in priority areas. Our Engineering led major research activity includes:

- Electronics Engineers leading the ARC Center for Excellence on Optical Microcombs for Breakthrough Science (COMBS) launched in 2024
- Centre for Additive Manufacturing, awarded the Co-operative Research Centre (CRC) for Additive Manufacturing in 2025
- Centre for Future Construction, home to the Australian Research Council (ARC) Industrial Transformation Research Hub for Transformation of Reclaimed Waste Resources to Engineered Materials and Solutions for a Circular Economy (TREMS) and the ARC Training Centre for Whole Life Design of Carbon Neutral Infrastructure (DfCO2)
- Electrical Engineers leading the ARC Industrial transformation Training Center on Electrifying Australia for a Net – zero Future
- Centre for Opto-Electronic Materials and Sensors, Awarded the ARC Hub for Intelligent Contaminant-Sensing in complex Environments (IC-SenseE) in 2025

I hope this brief overview of the Dean of Engineering role, the STEM College and the University more broadly is helpful to you. The rest of this document will provide you with further information and greater detail.

I look forward to considering your application for this exciting opportunity.

Kind regards,

Professor Catherine Itsiopoulos

**Deputy Vice-Chancellor STEM and Vice-President
RMIT University**



02. Executive Summary

Engineering is core to the DNA of RMIT University. The new Dean of Engineering will be leading RMIT's largest School which is recognised as a leader in teaching and research internationally and renowned for its industry relevant high-quality teaching and research, its globally competitive graduates, and its international linkages.

The incoming Dean will be joining at a time of purposeful cultural and operational renewal, where collaboration, inclusion, and digital transformation are driving meaningful change.

These changes include a reshaping of RMIT's Engineering Learning and Teaching sites and facilities across all campuses. Whilst much of this work has begun, there remains significant opportunity to shape the vision for the School, to work with the Deputy Vice-Chancellor and broader University Executive to further advance the School's culture, standing and impact.

RMIT is being assisted in this appointment process by the executive search firm Society.

To book a confidential conversation, contact Evelyn Wills at evelyn.wills@society-search.com or call +64 (0) 21 149 5153.

To apply online please upload your CV via Society's website [here](#). The deadline for receipt of applications is midday 24 November AEST.



03. About RMIT

RMIT is a global university of technology, design and enterprise, committed to creating transformative experiences for students and making a meaningful impact through research, innovation, and engagement.

RMIT is a leading multi-sector university of technology, design and enterprise with more than 99,200 students and 12,000 staff globally. They offer postgraduate, undergraduate, vocational education and online programs to provide students with a variety of work-relevant pathways.

RMIT's purpose is to offer life-changing experiences for 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.

RMIT has 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.

RMIT has continued to consolidate its reputation as one of the world's leading academic and research institutions, ranking 125th in the 2026 QS World University Rankings, as well as 14th overall in Australia. RMIT ranks in the world's top 400 in the Academic Ranking of World Universities (ARWU) and the top 300 in the Times Higher Education (THE) World University Rankings. In 2024, THE ranked RMIT 5th globally for Impact.

For more information about RMIT's strategy "Knowledge with Action – Generating Positive Impact Together", see [here](#)

For more information on RMIT, see [here](#)

For more detail on RMIT's approach to leadership, see [here](#)

For more information on RMIT's current rankings, see [here](#)

RMIT was founded in 1887 on the unceded lands of the Boon wurrung and Woi wurrung language groups of the eastern Kulin Nation. As a collective and as individuals, they commit to respectful ways of working and understanding that acknowledge the experiences, history and knowledge of the Aboriginal and Torres Strait Islander peoples.



04. Location

RMIT has been a core part of the city of Melbourne since 1887

The Melbourne City campus is located in the cosmopolitan heart of the “world’s most liveable city” and is surrounded by public transport, restaurants, cafes, theatres, galleries and parks.

RMIT’s City campus has 45,000 students studying across all major interest areas. The campus has been an integral part of Melbourne’s character for more than one hundred years and unlike other university campuses, it isn’t closed off or surrounded by walls – City campus life is Melbourne city life.

The campus is accessible by public transport and provides key features such as libraries, study spaces, wi-fi, childcare and a bustling fitness centre. RMIT’s facilities and buildings are constantly evolving and expanding to meet the demands of contemporary university life.

Across the campus are new award-winning buildings like the Swanston Academic Building and the Design Hub, and outdoor recreational spaces including the Alumni Courtyard and the A’Beckett Urban Square. There are plenty of healthy food and drink outlets offering breakfast, lunch, coffee, snacks and drinks. It is also within walking distance of hundreds of local restaurants and cafes, Melbourne Central and QV food courts and the famous Queen Victoria Market.

The Dean of Engineering will be based at RMIT City campus, with some travel to the other campuses and for events, industry engagement etc required.



05. RMIT STEM College

The STEM College holds a leading position and expertise in the science, technology, engineering, mathematics, and health (STEM) fields.

Guided by its “Learn! Grow! Do!” vision, it is uniquely positioned to influence and partner with industry. STEM College is a community of exceptional STEM researchers, teachers, inventors, designers and gamechangers, supported by talented professional staff.

The College offers higher education programs across all STEM disciplines at the Bachelor, Master and PhD levels, and ensures all 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; nanomaterials and devices; and sustainable systems.

RMIT’s brilliant researchers attract funding from government and industry sources. Industry is at the heart of what they do – a focus which ensures the research has real world impact, and students are truly work-ready.

Under the leadership of the Deputy Vice-Chancellor STEM College and Vice-President, the College has established new hubs of industry-connected digital innovation and endeavour, and are engaging with global STEM organisations at scale.

Diversity and shared values empower the College’s work, and they are proud of their inclusive, caring culture. They offer a safe, dynamic work environment, and support every member of the community to achieve their potential.

STEM College employs 1,300 staff who deliver onshore and offshore programs to approximately 20,000 students. Their purpose is to positively impact the world and create the next generation of STEM leaders.

See more information about the STEM College, see [here](#)



Vision

Learn! Grow! Do! – Together transforming the world through STEM

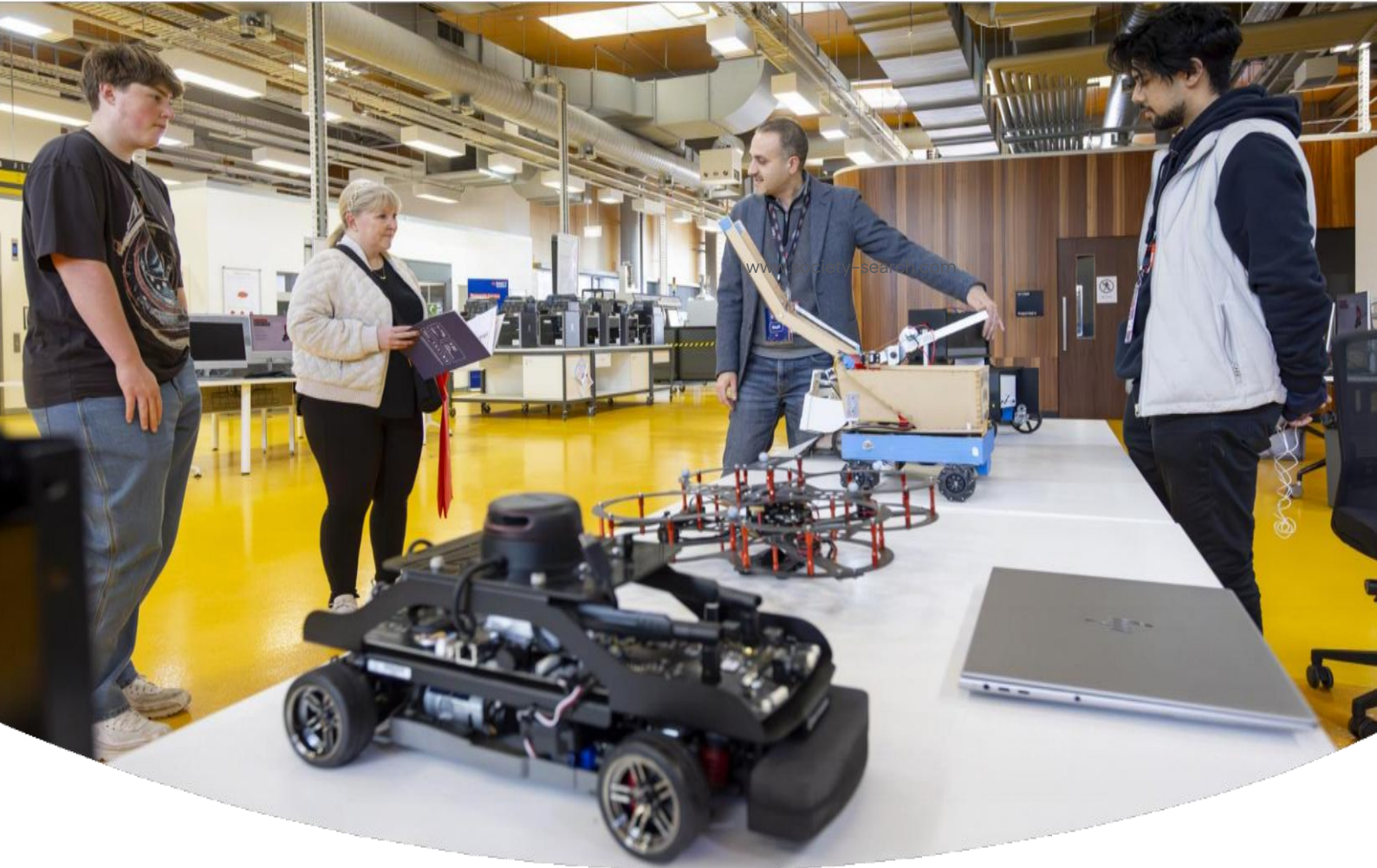
Objectives

- Empower a diverse, high-performing and engaged workforce that drives innovation and industry transformation in a technology enabled world.
- Create impactful solutions for society by fostering collaborative, interdisciplinary research and authentic educational experiences.
- Provide future-focused education that empowers diverse students with practical, industry-partnered, life-changing learning opportunities.
- Nurture a respectful, inclusive and collaborative culture, driving positive impacts.
- Reimagine our research and learning environments beyond the boundaries of a campus, to enhance outcomes for our people and partners.

Values

- **Collaboration**
"We collaborate by engaging purposely and respectfully with one another, drawing on our diverse perspectives and strengths to deliver lasting value to the communities we serve."
- **Accountability**
"We collectively ensure clear roles, transparent and open communication of progress and setbacks, ethical and evidence-based decision making, adherence to policy, effective governance, with a focus on actions leading to successful outcomes."
- **Respect**
"We are inclusive and listen to every member of our community to understand different perspectives and acknowledge contributions with honesty and kindness."
- **Empowerment**
"We trust and empower our people to foster a safe environment. We provide knowledge, resources, opportunities and support to enable everyone to deliver excellence in our research and education."





06. School of Engineering

RMIT's School of Engineering is renowned for its industry-relevant high-quality teaching and research, its globally competitive graduates, and its international linkages.

The RMIT School of Engineering is one of the largest Engineering Schools in Australia. It has over 350 staff and 9,920 students, including 750 higher degree research (HDR) students across 50 programs.

The School is committed to driving innovation and collaboration through industry partnerships. The School's industry partners range from small companies to multinational organisations, with a focus on working together to translate research into impact for the partners and the wider community.

The School has six Departments:

- [**Aerospace Engineering**](#)
- [**Biomedical Engineering**](#)
- [**Chemical and Environmental Engineering**](#)
- [**Civil and Infrastructure Engineering**](#)
- [**Electrical and Electronic Engineering**](#)
- [**Mechanical, Manufacturing and Mechatronics Engineering**](#)

The School is developing new industry led degrees, where students learn whilst working for companies, as well as innovation hubs where they will co-locate industry partners, research teams and undergraduate students.

The School has students and research partners across South East Asia and Europe. This includes two campuses in Vietnam, as well as partnerships in Hong Kong, Singapore and a new partnership with the Birla Institute of Technology and Science in India. The School also has a research centre in Barcelona, which provides access to European funding and industry partners.

The School will continue to grow its international activities, with the aim of becoming a globally connected School of Engineering that translates technologies and training across continents.

For more information about Engineering at RMIT please click [here](#)

(Majors ranked globally (QS 2025) – Civil & Structural Engineering + Materials Science (top 100), Electrical & Electronic Engineering + Mechanical, Aeronautical & Manufacturing Engineering (top 150).)

07. Role Description

RMIT is seeking a purpose driven leader whose leadership style is aligned with the STEM Charter and Values and who is motivated by the opportunity to embed this culture and way of working in the School of Engineering. The new Dean will build on the work commenced by the Interim Dean to further develop a culture of trust, cohesion and collaboration.

The Dean is a critical member of the College Executive team, providing executive leadership for the School of Engineering.

The Dean is responsible for School operations, academic staff leadership, teaching and research performance, and external engagement in line with University and College strategy and objectives.

This leadership position is accountable for the direction and management of the School and is expected to work collaboratively across the College to enable the delivery of the next stage of transformation.

A key focus of the role is to lead academic transformations in the School through digital innovation including digitally enhanced student-centred learning experiences, as well as identifying and implementing initiatives which enhance the student, employee and external stakeholder experience and outcomes. This includes online and blended learning modes of delivery at scale, work integrated learning, as well as collaboration on initiatives leading to new School/College education and training products in Australia, Vietnam and other locations.

The Dean is also expected to drive excellence in research in focus areas as well as grow research through interdisciplinary collaboration across the College and University, and through industry collaboration.

The Dean will help deliver on cross-disciplinary and shared program delivery, growth in external income through industry engagement and expansion in international business through new offshore programs and research partnerships.

The Dean will actively support the College shared services model and collaborative approach to managing education and research across Schools to ensure financial viability of the School and College. The Dean is responsible for securing accreditation of relevant programs and for fostering positive and constructive relationships with relevant associations and peak bodies. The position will be supported by a team with expertise in management and administration, learning and teaching, research and disciplinary leadership.



Key responsibilities

Relationships and Collaboration

- Drive growth in industry collaboration in relevant disciplines and professional areas;
- Drive international growth in education and research leading to outcomes aligned with College objectives;
- Enhance the profile and market position of the School and College locally, nationally and internationally;
- Leverage strong relationships with relevant professional, community, industry and accreditation bodies to understand current and emerging issues and needs of the community and professions, and build commercial opportunities for the School and College;
- Encourage and facilitate innovation, collaboration, and cross-disciplinary engagement within and beyond the School;
- Build and maintain effective relationships with internal and external stakeholders through trust, integrity, open communication and approach all situations with a solution focused mind set.

Performance

- Effectively manage the profile, financial and physical resources of the School, in line with RMIT priorities, by developing, implementing and monitoring effective financial and business plans for the School in line with the College budget framework;
- Lead the School to deliver on RMIT and College performance targets;
- Contribute to College strategic planning and support actively cross-School initiatives including sharing of resources;
- Ensure School achieves performance outcomes and growth targets across all domains of the business in line with College and University objectives and KPIs;
- Ensure that the School complies with external and University quality, financial, registrar and regulatory requirements, including all RMIT policies and procedures.

Leadership

- School strategic and academic leadership in line with College strategy and objectives;
- Executive leadership as member of the College Executive team working within a collaborative framework;
- Lead the academic staff in the School, including oversight of recruitment, staff profiling, diversity and inclusion and career development;
- Develop a culture that embraces change and innovation where you will act as a credible role model to positively influence the School's culture and represent the College Executive team in a collegial and positive manner;
- Provide authentic and constructive feedback and play a pivotal role in building trust and connection across teams;
- Positively influence the School's culture by developing, fostering and maintaining team engagement, high morale, motivation and cohesiveness;
- Manage concerns in an authentic and customer-focused manner;
- Build and maintain effective relationships with internal and external stakeholders through trust, integrity, open communication and approach all situations with a solution focused mind set;
- Undertake research or scholarly activity at international standard and lead by example.

Continuous Improvement

- Lead School efforts to enhance quality and student experience across distributed locations;
- Ensure continuous improvement of School's learning and teaching activities including relevance, viability, quality of its academic programs and courses;
- Drive development of blended and online learning initiatives and solutions in line with College strategy;
- Undertake research or scholarly activity at international standard and lead by example.

08. Person Specification

The successful candidate will be expected to demonstrate evidence of the following skills, capabilities and experience:

Qualifications

- PhD in a discipline relevant to the School;
- Member of associations/ accreditations that are applicable to the role (eg. Fellowship of Engineers Australia or similar).

Essential

- Proven successful senior leadership experience at University or equivalent senior leadership experience in an Engineering industry sector;
- Demonstrated ability to develop and implement successfully a vision and business plan for the School or equivalent business unit within budget and organisational framework;
- Significant academic or professional standing at international level in areas relevant to the School, including demonstrated capacity to build and foster high quality education and research, and build and lead high performing teams;
- Established research track record in a discipline relevant to the School, with demonstrated capacity to grow research across disciplines and in collaboration with industry, business and/or government;
- Capacity to exercise academic leadership to enhance the performance and standing of the School and College locally, nationally and internationally, and engage successfully with senior leaders within and outside of the organisation;
- Demonstrated capacity to shape and foster a positive, inclusive, collaborative and innovative organisational culture;
- Capacity to influence and lead positive change within a complex organisational setting, and follow directions when required;
- Experience in effectively coordinating the integration and implementation of processes, systems, people and policies;
- Strong interpersonal, communication and teamwork skills with demonstrated capacity to collaborate effectively.

Working with Children Check

Appointment to this position is subject to holding a valid Victorian 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.



09. Working at RMIT

Why work at RMIT University?

"Our people make everything at the University possible. We encourage new approaches to work and learning, stimulating change to drive positive impact."

RMIT exists to create transformative experience for our students, getting them ready for life and work.

We want to attract those that make a difference."

Approach to Diversity

*"We are better for **our diversity**. When we listen to those who are different to us, or challenge us, we grow stronger together. When we feel like we belong, we can achieve so much more. We respect each other, embrace our differences and build a sense of belonging in our team and beyond."*

*We are proud that our dedication to diversity has been recognised by a broad spectrum of external organisations. Visit our **Linkedin Life** pages to learn more and see some of our most recent wins.*

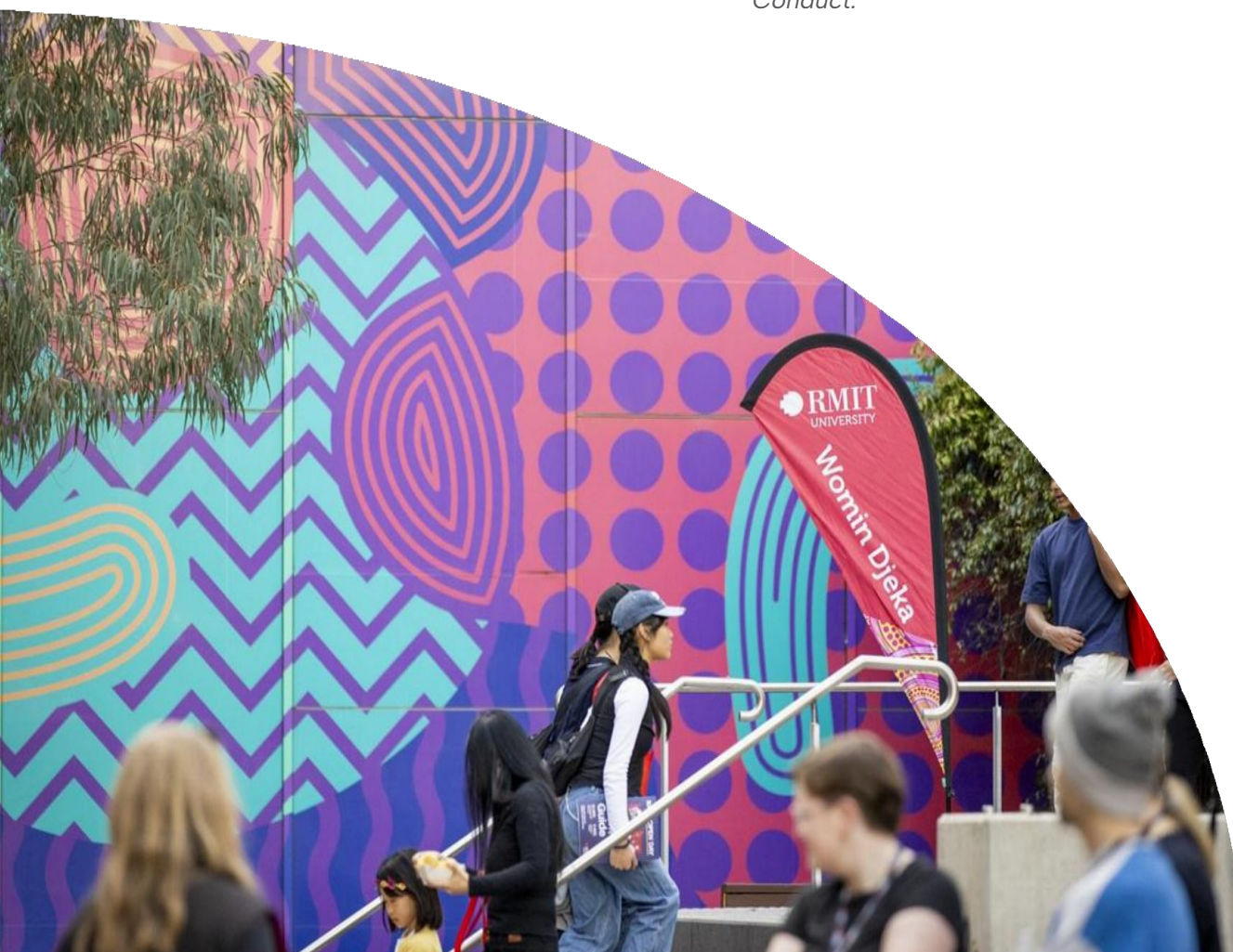
RMIT has a strong dhumbali (commitment) to the employment, development and retention of Aboriginal and Torres Strait Islander people within a culturally safe environment; we strongly encourage applications from Aboriginal and Torres Strait Islander peoples."

Commitment to Inclusive Recruitment

"At RMIT, we are committed to supporting adjustments throughout the recruitment and selection process, as well as during employment. We actively support and encourage people with disability to apply to RMIT"

RMIT is an equal opportunity employer committed to being a child safe organisation. We are dedicated to attracting, retaining and developing our people regardless of gender identity, ethnicity, sexual orientation, disability or age. Applications are encouraged from all sectors of the community, and we strongly encourage applications from Aboriginal and/or Torres Strait Islander peoples.

We take our responsibility to protect children and young people seriously and embed child safety into our recruitment, induction and ongoing professional practices. All staff are expected to actively support our child safe culture and uphold RMIT's Child Safe Code of Conduct."



10. Appointment Details and How to Apply

RMIT is being assisted in this appointment process by the executive search firm Society (www.society-search.com).

Applications should consist of:

- a concise covering letter (ideally no longer than two pages), addressing the criteria in the Person Specification;
- an up-to-date curriculum vitae;
- names and contact details of three referees (although referees will only be approached at the final stage of the process, and only with your express permission).

General advice on how to write a [strong CV](#) and [strong covering letter](#) can be found on our website.

To upload your documents via Society's website, click [here](#).

The deadline for receipt of applications is midday 24 November AEST.

An appointment will be made subject to receipt of satisfactory references. The appointed candidate will be offered a salary that is commensurate with their experience and the seniority of their new role.

We are committed to ensuring that anyone can access our application processes. This includes people with hearing, sight, mobility, and cognitive impairments. Should you require access to this document in an alternative format, wish to apply in a different format, or need any other reasonable adjustments made for you (including at interview), please contact us at inclusion@society-search.com. We also welcome suggestions or comments about any more general access improvements we should consider.

Society acknowledges the rights, mana and contribution of all peoples. This is enshrined in our core values of partnership and authenticity. As we have the privilege of working across both Australia and Aotearoa / New Zealand, we offer the specific acknowledgements below: Society acknowledges ngā iwi ō Māori as the tangata whenua of Aotearoa / New Zealand, and their rich contribution to society. In the spirit of reconciliation, Society acknowledges the Traditional Custodians of Country throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

RMIT is a Circle Back Initiative Employer – all applications will receive a response.





Society

Global Executive Search

Society is a global executive search firm and a certified B Corporation. 10% of our profits go to charitable causes through The Society Foundation. With colleagues in the United Kingdom, the United States, and New Zealand, we solve senior hiring challenges for responsible businesses and purpose-driven organisations around the world.

We believe that the right candidate, placed in the right organisation at the right time, can initiate a chain reaction of transformative change that will help to deliver a more inclusive and sustainable future.

