



Position Description – Senior Research Fellow

Position Details

Position Title:	Senior Research Fellow
Position Number:	New
College/Portfolio:	Design and Social Context
School/Group:	Property Construction and Project Management
Campus Location:	Based at the city campus, but may be required to work and/or be based at other campuses of the University.
Classification:	Academic Level C
Employment Type:	Fixed Term – Research only
Time Fraction:	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**, recognised 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

College/Portfolio/Group

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

The School of Property, Construction and Project Management is a premier provider of Construction Management, Project Management and Property programs in the Asia Pacific region.

The School's international perspective helps to strengthen its position, which is bolstered through its relationship with the Singapore Institute of Management. Students can study at the RMIT Melbourne campus, Singapore Institute of Management, and the Vocational Training Council in Hong Kong.

Within the School, we have a strong industry-focused approach to education and research, where people and companies from across industry become active supporters, advisors and participants in the education process. We maintain extensive relationships with more than 200 industry connections through the Employer of Choice program, which provides students with structured employment experience in industry settings and preferential access to employers.

We also promote and maintain cooperative links with the global research community, providing excellent facilities for postgraduate research students and further strengthening industry and academic links. The synergy between the different postgraduate programs provides students with real opportunities to engage in interdisciplinary practice and to strengthen their professional knowledge.

The School provides leading-edge innovative and applicable research solutions and consulting services to the Construction and Property industries.

<https://www.rmit.edu.au/about/our-education/academic-schools/property-construction-and-project-management/about>

Position Summary

The Senior Research Fellow will work principally on research projects in the Construction Work Health & Safety Research @ RMIT team. The Senior Research Fellow is required to lead research activities in line with the University's research strategy and individual research project plans.

The Senior Research Fellow's role is to lead the planning, design and delivery of research projects focused on work health and wellbeing in the construction industry and conducted in partnership with industry and government funding bodies. To this end, the incumbent must have demonstrable strong stakeholder management and communication skills and be able to actively manage the lifecycle of the project. The role requires excellent attention to detail and the ability to respond quickly to project activities and milestones.

The Senior Research Fellow will also be expected to contribute to applied, collaborative and interdisciplinary research activity and to the successful and timely production of high quality outputs for industry/government partners (industry reports and research-to-practice deliverables) as well as academic peer-reviewed publications.

Reporting Line

Reports to: Distinguished Professor Helen Lingard
Direct reports: nil

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

The Senior Research Fellow will also be expected to contribute to high quality research projects and to the achievement of success in producing high quality outputs in both industry outputs (industry reports and research-to-practice deliverables) as well as academic publications. The Senior Research Fellow will:

1. Proactively manage research project activities within timelines and budgets
2. Effectively engage with industry/government stakeholders and academic partners to ensure projects run smoothly and collaborative relationships are nurtured and maintained
3. Ensure compliance with quality and reporting requirements
4. Manage the administrative workflow, including liaison with contracting and post-award management departments of the university
5. Develop ethics protocols associated with research projects and liaise with the university’s Human Research Ethics Committee to obtain approval and report on performance of projects
6. Prepare high quality reports for industry and government partner organisations
7. Present findings back to industry/government partner organisations
8. Contribute to and, where appropriate, lead the development of papers for submission to top tier academic journals.

Key Selection Criteria

Essential

1. Demonstrated high level of interpersonal, communication and negotiating skills including the ability to consult with all parts of the industry including senior executives, external bodies, high level industry representatives as well as the construction supply chain and construction workers
2. Demonstrated excellent project management and coordination skills specifically related to managing shifting priorities and conflicting deliverables, whilst maintaining a focus on micro and macro project activities
3. Demonstrated ability to negotiate agreed directions, outcomes and targets of complex research projects within a collaborative environment
4. Demonstrated ability to meet tight timeframes and manage client and team expectations in a commercial research environment
5. Demonstrated ability to produce executive and research reports and outputs for a non-academic audience
6. A strong commitment to teamwork and multidisciplinary collaboration
7. Commitment to the highest standards of research integrity and ethical conduct of research
8. Ability to self-manage work with minimum supervision
9. Excellent oral and writing skills and comprehensive working knowledge of MS Office app

Desirable

10. Awareness and experience of the factors impacting work health and wellbeing in the Australian construction industry
11. Experience in the collection/analysis and reporting of qualitative and quantitative research data
12. A track record of publications in peer-reviewed outlets

Qualifications

Mandatory: Extensive professional experience in relevant field, or PhD.

Appointment to this position is subject to passing a Working with Children check.

Endorsed:	Signature: Name: Title: Date:	Approved:	Signature: Name: Title: Date:
------------------	--	------------------	--