

Position Description – Indigenous Research Fellow OR Indigenous Senior Research Fellow

Position Details

| | |
|---------------------------|--|
| Position Title: | Indigenous Research Fellow OR Indigenous Senior Research Fellow |
| Position Number: | NEW |
| College/Portfolio: | Dependent on the successful applicant's research specialisation |
| School/Group: | Dependent on the successful applicant's research specialisation |
| Campus Location: | Based at one of RMIT's Melbourne campuses (City, Brunswick, Bundoora) and may be required to work across any of the University's campuses. |
| Classification: | Academic Level B - Indigenous Research Fellow Academic Level C - Indigenous Senior Research Fellow |
| Employment Type: | Fixed Term - 4 years |
| 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**, 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

Research and Innovation Portfolio

RMIT uses its global presence, urban environment and community and industry connections to capture opportunities and ensure our research makes a difference. Our focus on application and transformation is having a positive impact on communities and the environment. Our aspiration is to make a significant contribution to knowledge in our areas of specialisation and identify and develop innovative approaches to build economic prosperity and to address problems affecting society.

RMIT has eight Enabling Capability Platforms (ECPs) which go beyond a traditional academic discipline-based view of the world. ECPs are clusters of research excellence that can be deployed to deliver significant positive economic, social, and environmental impact. It is through connecting our areas of research excellence and deploying that excellence to address others' needs that RMIT will make a substantial difference. The ECP areas are in advanced manufacturing and fabrication, advanced materials, biomedical and health innovation, design and creative practice, global business innovation, information and systems (engineering), social change, and urban futures. Find out more about ECPs at <http://www.rmit.edu.au/research/research-expertise/our-focus/enabling-capability-platforms>

Researchers at RMIT University are based in Schools and are affiliated with our ECPs. This enables us to provide focus and support for outcome-related multi-disciplinary research, undertaken in collaboration with leading organisations and industry partners. These collaborations ensure our research outcomes make a difference.

RMIT's Research and Innovation Portfolio supports researchers to help shape the world. The portfolio has an engaged, energetic, talented, and collaborative team focused on enabling excellent research and innovation outcomes. With a global presence, community, and industry connections, we support cutting-edge research and careers that make a positive impact on communities.

The Research and Innovation Portfolio supports researchers and graduate researchers with research partnerships, grants and research contracts, funding opportunities, capability development, research training, ethics and integrity, intellectual property, commercialisation, internships, communication, and profile. Through the School of Graduate Research, the Portfolio is responsible for promoting and enhancing research education and training at RMIT to ensure the highest standard of research candidate experience is possible.

Find out more about research and innovation at RMIT University and the Research and Innovation Portfolio at: <http://www.rmit.edu.au/research/>

RMIT University's three Academic Colleges

The College of Business and Law has established a reputation for excellence in business and management education, providing high quality industry responsive programs relevant to the national and global marketplace.

Find out more about research in the College of Business and Law at <https://www.rmit.edu.au/about/schools-colleges/college-of-business-and-law/research>

The College of Design & Social Context (DSC) encompasses RMIT's art, communication, design, education, humanities, property, and social science discipline areas.

Find out more about research in the College of Design & Social Context at <https://www.rmit.edu.au/about/schools-colleges/college-of-design-and-social-context/research>

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.

Further information on STEM College in this link: <https://www.rmit.edu.au/about/schools-colleges/stem-college>

Position Summary

The Indigenous Research Fellow OR Senior Research Fellow will be located within a School environment and aligned with one of RMIT's strategic research priorities and one or more of RMIT's eight Enabling Capability Platforms (ECPs).

The role is primarily to plan, develop and engage in high quality, impactful research projects, which address local, national, regional and global challenges aligned to the RMIT's strategic research priorities. The Fellow will be expected to deliver excellent research outcomes with a strong focus on impact and translation.

The position is open to candidates who do not currently hold a continuing academic appointment with RMIT University.

The Fellow will embed their research expertise into the life of the School through the development of quality, productivity-driven research networks across RMIT and with local and national, internal and external partners. Research Fellows will be expected to attract external research funding including competitive grants from both national and international sources, and produce high-quality outputs.

The position may undertake limited teaching duties in relevant areas. These will be negotiated with the Dean/Head of School and the Fellowship recipient on an annual basis.

Reporting Line

Reports to: A School reporting line through to the Dean, or delegate, and indirect reporting line to appropriate Enabling Capability Platform (ECP) Director/s.

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. To conduct and/or lead high-quality research individually or as part of a team within the foci of one of RMIT's strategic research priorities and one or more of RMIT's eight Enabling Capability Platforms (ECPs).
2. Contribute to RMIT's external research collaborations and profile by attracting Australian competitive grants as well as partner-oriented research income.
3. Extend the research performance and reputation of the discipline through effective engagement with industry, government and community sectors. Use these relationships to develop interdisciplinary collaborative projects with stakeholders both inside and outside RMIT and from the local to the national environments.
4. Successfully manage research activities and milestones by ensuring progress reviews for RMIT and industry partners and are completed to the required level within agreed timeframes and budget restraints.
5. Regularly disseminate research outcomes and communicate with other team members, clients and the broader research community internal and external to RMIT University through high-quality papers and journal articles (or equivalent), delivery of seminars, and conference attendance.
6. Contribute to the development and application of plans to enhance delivery of research outcomes and performance within the School and across the University. Develop and build collegiality, and embrace diversity, through active interactions and participation in events, forums, workshops in the School, College, Enabling Capability Platforms and broader research community and networks of the University.

Key Selection Criteria

1. Indigeneity:
 - Demonstrated high level capability and commitment to continue and/or contribute to building an Indigenous research community at RMIT;
 - Have a strong record of positive engagement with the Aboriginal and Torres Strait Islander community;
 - Demonstrated understanding of the issues affecting Aboriginal or Torres Strait Islander people;
 - Demonstrated high level ability to communicate sensitively and effectively with Aboriginal or Torres Strait Islander peoples;
 - This is an identified role and an affirmative measure therefore **ONLY** open to applicants of Australian Aboriginal or Torres Strait Islander heritage in accordance with an exemption granted under section 12 of the Victorian Equal Opportunity Act 2010. **The Applicants will be required to provide confirmation of their Australian Aboriginal or Torres Strait Islander heritage at application.**
2. Established track record as evidenced through the production of quality research outputs, success in attracting external research funding, and conducting complex collaborative projects.

3. Evidence of original intellectual contribution, critical thinking and self-motivation in pursuit of career goals.
4. Demonstrated experience in conducting research in an area aligned with one of RMIT's strategic research priorities and one or more of RMIT's ECPs, including research outputs and/or successful research translation, working across different disciplines.
5. Demonstrated capability to consult, interact and collaborate effectively within and external to the organisation, with the high level of communication skills required to move across academic, government and industry constituencies, especially to further research translation and impact, including influence on policy or practice.
6. Ability to work independently and as part of a successful research team with a focus on collaborative and participative research practices, using a high level of interpersonal and communication skills, preferably within a cross disciplinary environment.
7. Demonstrated project management skills from planning through to implementation including the ability to deliver against targets, timelines, and budget constraints.
8. Demonstrated supervisory and/or leadership skills in research, including research training and supervision, in an inclusive and respectful manner.
9. Demonstrated track record of values and behaviours consistent with RMIT's enterprise vision, goals and strategic plans see <https://www.rmit.edu.au/about/our-values>

Qualifications

Mandatory: PhD in a relevant field

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

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