

Position Description – Indigenous Postdoctoral Fellow

Position Details

Position Title:	Indigenous Postdoctoral 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:	From Academic Level A6
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 Postdoctoral 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 Indigenous Postdoctoral Fellowship position provides an opportunity for emerging Aboriginal and Torres Strait Islander researchers to further build their research career supported with research training and mentorship. The position is open to candidates who have completed a PhD within five years (or equivalent if career interruptions apply) prior to the application closing date, and who do not currently hold a continuing academic appointment with RMIT University.

The role of the Postdoctoral Fellow is primarily to plan, develop and engage in high quality research projects in line with the University's strategic research priorities. The Fellow will carry out team-based research projects, which will make a significant impact in their specialisation and be influential in expanding the knowledge of their relevant discipline.

The Indigenous Postdoctoral Fellow will embed their research expertise into the life of the School, through the development of high-quality, productivity-driven research networks across RMIT and with local and national, internal and external partners. Indigenous Postdoctoral Fellows will be expected to engage in high quality research projects and to produce high quality outputs and be willing to explore interdisciplinary research opportunities that create value.

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 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) with a strong focus on impact and translation, and interdisciplinary research including:
 - managing research projects within timelines and budget and ensuring compliance with quality and reporting requirements;
 - publishing research results in high quality outlets as lead or co-author;
 - actively engaging in research translation activities and collaborating with industry, community and government stakeholders where appropriate; and
 - assist in the supervision of higher degree by research candidates and may undertake limited teaching duties.
2. Actively contribute to the development of research strategy within and across research teams, ensuring alignment to University strategy.
3. Participate in relevant professional development and Enabling Capability Platform (ECP) activities and networks.
4. Be a positive advocate for research excellence and innovation that supports cutting-edge research and makes a positive impact on communities.

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. Emerging track record and recognition for quality research outputs which will contribute to existing high performing RMIT research teams, evidenced by such things as publications, development of new research initiatives, and contributions to policy and practice.

3. 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, and a willingness to engage in cross disciplinary research.
4. Experience in engaging with industry on collaborative research projects and/or research translation.
5. Ability to work autonomously whilst displaying a strong commitment to teamwork and collaboration across different disciplines.
6. Experience in project management of funded research and collaborative research and development initiatives.
7. Excellent interpersonal and communication skills, with demonstrated ability to confidently and effectively work with colleagues, project team leaders, and industry, community and government stakeholders, and engage, collaborate with and/or supervise higher degree by research candidates.
8. Strong commitment to the 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: