



RESEARCH FELLOW

DEPARTMENT/UNIT	Department of Design
FACULTY/DIVISION	Faculty of Art, Design and Architecture
CLASSIFICATION	Level B
DESIGNATED CAMPUS OR LOCATION	Caulfield campus

ORGANISATIONAL CONTEXT

At [Monash](#), work feels different. There's a sense of belonging, from contributing to something groundbreaking – a place where great things happen. You know you're part of something special and purposeful because, like Monash, your ambitions drive you to make change.

We have a clear purpose to deliver ground-breaking intensive research; a world-class education; a global ecosystem of enterprise – and we activate these to address some of the [challenges](#) of the age, Climate Change, Thriving Communities and Geopolitical Security.

We welcome and value difference and [diversity](#). When you come to work, you can be yourself, be a change-maker and develop your career in exciting ways with curious, energetic, inspiring and committed people and teams driven to make an impact – just like you.

Together with our [commitment to academic freedom](#), you will have access to quality research facilities, infrastructure, world class teaching spaces, and international collaboration opportunities.

We champion an [inclusive workplace culture](#) for our staff regardless of ethnicity or cultural background. We have also worked to improve [gender equality](#) for more than 30 years. Join the pursuit of our purpose to build a better future for ourselves and our communities – [#Changelt](#) with us.

Monash Art, Design and Architecture (MADA) is a bold community of thinkers, makers and innovators. We combine creativity with critical thinking to better understand our contemporary landscape and find tangible solutions to the global challenges of our age. Our staff, students and alumni make tomorrow possible - breaking new ground and proposing models for communities that are culturally enriched and environmentally sustainable. To learn more about MADA, please visit our website: monash.edu/mada.

MADA has a clear ambition to lead research in **design** — forged through meaningful design practices, and supported by interdisciplinary collaboration, sound methodologies and theoretical underpinning. While design research has matured into a rigorous academic enquiry; emerging fields of design engagement—like service, user experience and interaction design—have revealed new questions for the discipline to address. Design at MADA seeks to operate at the intersection where creative, critical thinking meets material making. Framed by the capacity of design to amplify the impact of research our practice-based research is grounded by collaborations with other faculties, other universities, and partner organisations. Our research themes cluster into five intersected design research labs; Design Health Collab, Mobility Design, XYX Lab—Gender and Place; and Emerging Technologies Research Lab. (<https://www.monash.edu/mada/research/labs>).

In education, MADA has a responsibility to teach students in areas that will prepare them for sustainable creative careers. Our flagship undergraduate program in Design has been revitalised with the introduction of an integrated Bachelor degree. It allows students to specialise in communication, industrial or spatial design, or to take the customisable collaborative design stream, where students select from the range of studio offerings to build unique design expertise in preparation for a changing world. The Department offers a number of double degrees with Business, Arts and IT; operates a large coursework Masters program in Design; hosts an expanding Postgraduate community; and encourages student mobility through a range of international learning experiences.

Monash and the Faculty of Art, Design and Architecture values staff diversity and champions inclusive practices. We are committed to equitable decision making and apply the principles of [achievement relative to opportunity](#) in our selection processes.

POSITION PURPOSE

A Level B research-only academic is expected to carry out independent and/or team research within the field in which they are appointed and to carry out activities to develop their research expertise relevant to the particular field of research.

The Research Fellow will join the social science and design research team using creative approaches to investigate anticipatory policymaking practice. Part of an ARC Discovery Grant, the Research Fellow will be responsible for collaborating to co-design and conduct research and develop written and creative outputs. The research-only academic will contribute and develop their own practice-led expertise on design for social impact, policy design and design research methodologies.

Reporting Line: The position reports to an Associate Professor, Department of Design

Supervisory Responsibilities: Not applicable

Financial Delegation: Not applicable

Budgetary Responsibilities: Not applicable

KEY RESPONSIBILITIES

Specific duties required of a Level B research-only academic may include:

1. The conduct of research either as a member of a team or independently and the production of conference and seminar papers and publications from that research
2. Supervision of research-support staff involved in the staff member's research
3. Guidance in the research effort of junior members of research-only Academic staff in their research area

4. Contribution to the preparation or, where appropriate, individual preparation of research proposal submissions to external funding bodies
5. Involvement in professional activities including, subject to availability of funds, attendance at conferences and seminars in the field of expertise
6. Administrative functions primarily connected with their area of research
7. Occasional contributions to the teaching program within the field of the staff member's research
8. Co-supervision or, where appropriate, supervision of major honours or postgraduate research projects within the field of the staff member's area of research
9. Attendance at meetings associated with research or the work of the organisational unit to which the research is connected and/or at departmental, school and/or faculty meetings and/or membership of a limited number of committees
10. Other duties as directed from time to time

KEY SELECTION CRITERIA

Education/Qualifications

1. The appointee will have:
 - A doctoral qualification in the relevant discipline area or equivalent qualifications or research experience.

Knowledge and Skills

2. Demonstrated qualitative and creative research skills; including a solid track record of refereed research publications and non-traditional design research outputs.
3. Creative practice and participatory research experience in co-designing for social impact and policy design and/or design ethnography.
4. Skills in design ethnography, ethnographic filmmaking and creative visual communication
5. Research with people about their lived experience.
6. The ability to work both independently in a research environment and as part of an interdisciplinary research team.
7. High level organisational skills, with demonstrated capacity to establish and achieve goals.
8. Excellent written and oral communication skills.
9. A demonstrated capacity to work in a collegiate manner with other staff in the workplace.
10. Basic computer skills with experience using the Adobe Creative Suite.

OTHER JOB RELATED INFORMATION

- Travel to other campuses of the University may be required
- There may be a requirement to work additional hours from time to time
- There may be peak periods of work during which taking of leave may be restricted

GOVERNANCE

Monash University expects staff to appropriately balance risk and reward in a manner that is sustainable to its long-term future, contribute to a culture of honesty and integrity, and provide an environment that is safe, secure and inclusive. Ensure you are aware of and adhere to University

policies relevant to the duties undertaken and the values of the University. This is a standard which the University sees as the benchmark for all of its activities in Australia and internationally.