



Position Description – Research Fellow

Position Details

Position Title: Research Fellow

College/Portfolio: STEM College **School/Group:** School of Science, Department of Biology

Campus Location: Primarily based at City campus, and the potential to work across other RMIT campuses as required.

Classification: Academic Level B

Time Fraction: 0.85

Employment Type: Fixed Term

Fixed Term Reason: Research

Reporting Line: Stacey Trevathan-Tackett

No. of Direct reports: 1

RMIT University

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. For more information on RMIT University follow the links below.

<https://www.rmit.edu.au/about>

<https://www.universitiesaustralia.edu.au/university/rmit-university/>

<https://www.rmit.edu.au/about/facts-figures>

Our campuses in Melbourne (City, Brunswick, Bundoora, and Point Cook) are complemented by international campuses in Vietnam and a centre in Barcelona, Spain. We proudly acknowledge the Woi Wurrung and Boon Wurrung peoples of the eastern Kulin Nation on whose unceded lands our campuses are located.

We are deeply committed to reconciliation and Indigenous self-determination, embedding these values throughout our policies, culture and structures.

<https://www.rmit.edu.au/about/our-locations-and-facilities>

Why Join RMIT?

Our people are at the heart of everything we do. At RMIT, we value innovation, collaboration and impact. Our values are the heart (durrung) of who we are and what we stand for at RMIT. They guide what we do, how we make decisions, and how we treat each other.



Inclusion Imagination Integrity Courage Passion Impact

Learn more about our values: <https://www.rmit.edu.au/about/our-strategy/values>

Organisational Accountabilities

RMIT is committed to the safety, wellbeing and inclusion of all staff and students. As a staff member, you are expected to comply with all relevant legislation and RMIT policies, including those related to: Equal opportunity, Occupational health and safety, Privacy and trade practices & Child safety standards:

Appointees are responsible for completing all required training and ensuring that they and their team members remain up to date on relevant compliance obligations.

Staff are expected to understand and support RMIT's child safe practices as part of their professional responsibilities. More about our child safety commitment: <https://www.rmit.edu.au/about/our-locations-and-facilities/facilities/safety-security/child-safety>.

Leadership at RMIT

At RMIT, leadership is not defined by position or hierarchy—it is a shared responsibility demonstrated by all staff, regardless of role or title. Leadership is grounded in our six core values, which guide and shape how we work together, make decisions, and create impact.

Effective leadership means consistently integrating these values into everyday actions and interactions, whether influencing a project outcome, supporting a colleague, or leading a team. All staff are expected to embody the principles of the *Be-Know-Do* Leadership Model:

Be – We are open and authentic, inclusive and empowering. We are purpose driven role models and communicators.

Know – We are self-aware, and understand our stakeholders, our sector and priorities.

Do – We set clear direction and expectations, we develop ourselves and others and promote mutual accountability to deliver results.

At every level, leadership at RMIT is about influence, contribution, and mindset. It is reflected in how we empower others, foster collaboration, and drive positive change through capability-building and alignment to strategic goals.

The College of Vocational Education

The School of Science delivers excellence in applied research and education, engaging in strong impactful industry partnerships and producing skilled, industry-ready graduates. The School employs over 155 academic and around 115 FTE research staff. The School is comprised of five academic Departments:

- Applied Chemistry and Environmental Sciences
- Biology
- Food Technology and Nutrition
- Mathematical and Geospatial Sciences
- Physics

Our researchers deliver groundbreaking discovery, applied and translational research to provide solutions to address major societal, environmental and global challenges. Our key research strengths include Materials Science and Chemistry, Quantum Science and Technology, Water and Environmental Science and Medical technologies. We are also globally recognised in Food Science and Technology, Nanoscience and Nanotechnology and in Mathematical and Geospatial Sciences. Annual research income for the School is over \$25 million and the School has over 470 Higher Degree by Research students.

Staff in Science provide high-quality applied, authentic and active industry-engaged education and teaching to over 3,000 undergraduate- and postgraduate-taught students across 10 ongoing undergraduate and six postgraduate programs, in addition to offshore partnerships and delivery, including

in China and Vietnam. Across learning and teaching and research, the School partners actively with industry and external stakeholders in Australia and internationally, delivering innovation, research translation and providing knowledge and real-world solutions for societal good and to enhance sustainable development. The School is strongly committed to promoting and enhancing diversity and inclusion and seeks also to activate and further develop its commitment to and activities in reconciliation and responsible practice.

Details of the School can be found at:

<https://www.rmit.edu.au/about/schools-colleges/science>

Position Summary

The Research Fellow will work with research teams and partnerships in the School and Research Institutes. The Research Fellow is required to undertake research activities in line with the University's research strategy. The position will carry out independent and/or team research which has a significant impact in the area of their specialisation and be acknowledged at a national level as being influential in expanding the knowledge of their relevant discipline.

The Research Fellow's role is primarily to plan, develop and engage in high quality research projects that are aligned with the University's research focus areas. The Research 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. Research Fellows will be expected to engage in high quality research projects, to achieve success in attracting research funding and to produce high quality outputs.

Key Accountabilities

Each key accountability should consider RMIT's **Be-Know-Do leadership model**:

1. Conduct high quality research individually or as part of a team including: managing research projects within timelines and budget and ensuring compliance with quality and reporting requirements; production, analysis and interpretation of data from research studies; publishing research results in high quality outlets as lead or co-author; preparing and submitting external research funding applications; and supervising higher degree by research candidates and honours students.
2. Actively contribute to the development of research strategy within the research team, ensuring it aligns to University strategy.

Key Selection Criteria

1. Experience in ecological modelling, biodiversity and restoration modelling, and/or hydrological modelling.
2. Fieldwork experience and drivers license. Experience in coastal wetlands preferred, but experience in other natural ecosystems is acceptable.
3. Emerging track record and recognition for quality research outputs, including Q1 peer-reviewed publications. Evidence that the applicant will contribute to existing Discipline and School research areas evidenced, e.g. publications, development of new research initiatives, competitive research funding, and industry links.
4. Demonstrate capacity to develop high-quality research ideas, while working independently and within teams.
5. Ability to build effective networks with colleagues and generate alternative funding projects through effective liaison with industry and government.
6. Excellent interpersonal and communications skills appropriate for interacting with higher degree by research candidates, staff and industry, together with a strong commitment to teamwork and multidisciplinary collaboration.
7. Desired: Demonstrated ability to supervise higher degree by research candidates.

Qualifications

Mandatory: PhD or equivalent in relevant field

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.