



Position Description – First Nations Research Fellow

Position Details

Position Title:	First Nations Research Fellow (Identified) – First Nations Digital Inclusion Research Projects
College/Portfolio:	College of Design and Social Context
School/Group:	School of Media and Communication
Campus Location:	Primarily based at Melbourne City campus, and the potential to work across other RMIT campuses as required.
Classification:	Academic Level B
Time Fraction:	1.0
Employment Type:	Fixed term
Fixed Term Reason:	Research
Reporting Line:	Chief Investigator
No. of Direct reports:	Nil

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 Design and Social Context

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 practice-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 visit www.rmit.edu.au/dsc

School of Media and Communication

The School of Media and Communication pushes the boundaries of digital knowledge creation and future-focused practice. The School has a deep engagement with industry and the community that allows research and teaching to respond creatively and innovatively to global conditions.

In the most recent *QS Rankings by Subject*, RMIT was ranked 37th in the world for *Communications and Media Studies*.

The School is home to a vibrant community of practitioners, theorists and thinkers in communication, creative writing and publishing, screen, culture, digital ethnography, new media, journalism, public relations, advertising and music industry. The School has a strong international focus set to drive careers to succeed in the global context with programs and courses offered in Melbourne, Vietnam and Singapore.

The School embraces agility and flexibility to drive a field that is always evolving with emerging specialisations and new roles in an increasingly changing world. Extending the reach for excellence, teaching spaces have been adapted to meet world-class standards.

Partnership with industry and the community ensures we keep abreast of changing industry needs and new technologies of teaching and learning, supporting students in moving fluently between the classroom, the studio and the workplace. Work integrated learning is just one way of many in which the mutual benefits of industry and community partnerships are realised, connecting students directly to real-world projects that result in tangible outcomes.

A multidisciplinary network of research endeavour brings together experts across disciplines. Adopting a creative, critical and playful attitude to research, celebrating disciplinary diversity and leading in the development of practice-led approaches.

In the most recent Excellence in Research for Australia (ERA) ranking, RMIT was judged to be well above world standard (5) for the field of *Communication and Media studies* and above world standard (4) for the field of *Cultural Studies and Design Practice and Management*, reinforcing the dedication and expertise in these areas. RMIT was also judged to be at world standard (3) for the fields of *Film, Television, and Performing Arts and Creative Writing*.

For more information, visit www.rmit.edu.au/about/our-education/academic-schools/media-and-communication

ADM+S

The ARC Centre of Excellence for Automated Decision-Making and Society (ADM+S) is a cross-disciplinary, national research centre, which aims to create the knowledge and strategies necessary for responsible, ethical, and inclusive automated decision-making. Funded by the Australian Research Council from 2020 to 2026, ADM+S is hosted at RMIT in Melbourne, Australia, with nodes in seven other Australian universities. The Centre brings together leading researchers in the humanities, social and technological sciences in an international industry, research and civil society network. Its priority domains for public engagement are news and media, transport, social services and health. Learn more about the ADM+S Centre here: <https://www.youtube.com/watch?v=AkyZpYjxNBc>

ADM+S Commitment to Equity, Diversity and Inclusion

Equity, diversity, and inclusion are integral to the ADM+S Centre's mission: to create knowledge and strategies for responsible, ethical, and inclusive automated decision-making (ADM). The Centre recognises that racism, sexism, homophobia, transphobia, and ableism are principal obstacles to equity, diversity and inclusion, and remain primary causes of injustice and inequality. We believe that responsible, ethical, and inclusive ADM can deliver broad social benefits, including reducing inequalities for disadvantaged and vulnerable groups. Women, Aboriginal and Torres Strait Islanders, the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

Position Summary

The First Nations Research Fellow will be based at the ADM+S Centre at RMIT University, working with the Centre Director and other members of the Centre's research and professional team, in particular with the Measuring Digital Inclusion for First Nations Australians team, and staff on the connected Australian Digital Inclusion Index and Mapping the Digital Gap projects.

The Research Fellow will also collaborate with the Centre's national and international network of participants. All Centre research fellows will also have access to the Centre's research training and professional development opportunities, international visiting fellowships and exchanges (travel arrangements permitting), and the Centre's network of industry partners.

Position Purpose

The First Nations Research Fellow will provide substantial support to the development, delivery, data governance, reporting and presentation of research findings for a new project 'Measuring Digital Inclusion for First Nations Australians', funded by the Australian Government from 2025 to mid 2027. This three-year project will measure digital inclusion for First Nations people nationally and track changes in the scale and nature of the digital gap relative to non-First Nations Australians. By expanding on the Australian Digital Inclusion Index, this will enable detailed measurement of progress towards Closing the Gap Target 17 (CTG 17): 'By 2026, Aboriginal and Torres Strait Islander people have equal levels of digital inclusion'.

This project includes a fieldwork component, supporting co-delivery of survey data collection in 10 target sites across regional Australia during 2026 in partnership with First Nations organisations and co-researchers in each site.

The First Nations Research Fellow will also support delivery of the Mapping the Digital Gap Phase 2 project, which is measuring digital inclusion in 8-10 remote First Nations communities across Australia.

These projects are being undertaken by the Australian Digital Inclusion Index (ADII) and Mapping the Digital Gap research team within ARC Centre of Excellence for Automated Decision-Making and Society (ADM+S). The ADII is a biennial study of digital inclusion across Australia, using the Australian Internet Usage Survey to measure three dimensions of digital inclusion - Access, Affordability and Digital Ability.

*Special Measures

This is an Aboriginal and Torres Strait Islander Peoples Designated Position, classified under 'special measures' of section 12 of the Equal Employment Opportunity Act 2010. Only Aboriginal and Torres Strait Islander people are eligible to apply.

Key Accountabilities

Support the research team on the First Nations Digital Inclusion projects ('Measuring Digital Inclusion for First Nations Australians' and 'Mapping the Digital Gap' Phase 2) through:

- Facilitate and participate in research fieldwork and surveys in remote and regional First Nations communities and towns for these projects, working in partnership with local research partner organisations and community co-researchers in each location
- Planning and engagement with partner organisations prior to and following fieldwork visits
- Compile background contextual research and literature reviews relating to research sites, as well as audits of communication and media services for each site
- Contribute to preparing high-quality community outcomes reports, including coding and analysis of interviews, survey data and other research material
- Contribute to preparing and publishing research outcomes, including community reports, publications and presentations for First Nations audiences, the academic community, industry and policy makers
- Contribute to presenting research outcomes at seminars, conferences and industry meetings, and engaging with external stakeholders

In addition, the Research Fellow will:

- Contribute to the ARC Centre's research culture through participation in research collaboration and community-building within the Centre's research programmes and focus areas
- Conform to University and ARC Centre requirements with respect to research ethics and integrity and data management
- Comply with health and safety policies, procedures, hazard reporting and safe work practices

Key Selection Criteria

1. Completion of a postgraduate degree in a relevant discipline area (PhD preferred, or substantial progress towards completion)
2. Demonstrated experience in appropriate qualitative and quantitative research methods, analysis and tools, including strong understanding of Indigenous research methodologies and Indigenous data sovereignty and governance principles
3. Proven ability to work independently to generate distinctive contributions to scholarly knowledge and/or create real world outcomes
4. Demonstrated ability to work effectively and collaboratively in cross disciplinary research as part of a high-achieving and collegial research culture
5. Willingness to travel to regional and remote Australia to conduct fieldwork
6. Well-developed oral and interpersonal skills with demonstrated ability to communicate effectively with a wide range of stakeholders and research collaborators, including leading presentations at seminars, conferences, and events involving community, industry and government stakeholders
7. Well-developed cultural competency and skills in cross-cultural communication (experience working with remote and regional Aboriginal and/or Torres Strait Islander communities highly regarded)
8. Experience contributing to scholarly writing and experience in preparing publications for a variety of audiences, including scholarly articles in high-quality refereed journals, book chapters, and/or books
9. Demonstrated history of behaviour aligned to the RMIT values (inclusion, imagination, agility, courage, passion and impact) and RMIT's Leadership and Educator & Researcher frameworks.

Note: For guidance on interview questions, please contact the Talent Acquisition team.

Qualifications

Mandatory: Research Masters, 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.