

## Position Description – Research Fellow

### Position Details

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<b>Position Title:</b>	Research Fellow – Cultural and Linguistic Diversity in Automated Decision-Making Systems
<b>College/Portfolio:</b>	College of Social Context and Design
<b>School/Group:</b>	School of Media and Communication
<b>Campus Location:</b>	Based at the Melbourne City campus, but may be required to work and/or be based at other campuses of the University.
<b>Classification:</b>	Academic Level B
<b>Employment Type:</b>	Fixed term (Research)
<b>Time Fraction:</b>	1.0

### RMIT University

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RMIT is a multi-sector university of technology, design and enterprise. The University's mission is to help shape the world through research, innovation and engagement, and to create transformative experiences for students to prepare them for life and work. 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 three main campuses in Melbourne are located in the heart of the City, Brunswick and Bundoora. Other locations include Point Cook, Hamilton and Bendigo, two campuses in Vietnam (Hanoi and Ho Chi Minh City) and a centre in Barcelona, Spain. RMIT is a truly global university.

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

We are also committed to redefining our relationship in working with, and supporting, Indigenous 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.

### Why work at RMIT University

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Our people make everything at the University possible. We encourage new approaches to work and learning, stimulating change to drive positive impact. Find out more about working at RMIT University, what we stand for and why we are an Employer of Choice.

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

We want to attract those who will make a difference. View RMIT's impressive standings in university rankings.

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

## College of Design and Social Context

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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 practise 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](http://www.rmit.edu.au/dsc)

## School of Media and Communication

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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](http://www.rmit.edu.au/about/our-education/academic-schools/media-and-communication)

## Position Purpose

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The rapid expansion of automated decision-making enabled by technologies from machine learning to the blockchain has great potential benefits, while it also creates serious new risks to human rights and welfare. Potential harms range from data discrimination against disadvantaged communities to the spread of disinformation for political and commercial ends. Increasing inequality, lower productivity and diminished economic security have been highlighted as risks in the coming decade.

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.

### 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**

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We are seeking a Research Fellow in the following area:

- Cultural and Linguistic Diversity in ADM: Australia in the Asia Pacific.

The Research Fellow will contribute to a number of projects within the Centre, with a particular focus on cultural and linguistic diversity in ADM concerning the impacts, politics and geopolitics of ADM development, such as language-specific models, applications, infrastructure, and social implications of digital networks and services, and their terms of reference in governance. The focus can be on any of the following areas: national, regional, and local communities and actors in Asia Pacific; or culturally and linguistically diverse communities in Australia. It is not essential that you have extensive technical knowledge or computational methods skills for this position.

The Fellow will be based at the ARC Centre at RMIT University, and will collaborate actively with the ARC Centre of Excellence'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.

### **Reporting Line**

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Reports to: Professor Haiqing Yu

Direct reports: Nil

### **Organisational Accountabilities**

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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.

RMIT is committed to providing a safe environment for children and young people in our community. Read about our commitment and child safe practices. <https://www.rmit.edu.au/about/our-locations-and-facilities/facilities/safety-security/child-safety>

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**

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- Conducting high-quality research relevant to the Centre’s research programs, both independently and as part of project teams
- Preparing and publishing research outcomes in relevant high-quality refereed journals, reports and books
- Presenting research outcomes at seminars, conferences and industry meetings, and engaging with external stakeholders
- Contributing to public understanding and debate through media, industry and/or policy engagement
- Contribute to the preparation of new project proposals and grant applications
- Contributing actively to the ARC Centre’s research culture, including participation in research collaboration and community-building within the Centre’s research programmes and focus areas
- Conforming to University and ARC Centre requirements with respect to research ethics and integrity and data management
- Compliance with health and safety policies, procedures, hazard reporting and safe work practices

**Key Selection Criteria**

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1. Completion of a PhD in a relevant discipline area, such as media and communication studies, histories and social studies of technology, economic geography, or Asian studies within the past 5 years at the time of appointment, not including periods of career interruption due to carer’s responsibilities, parental leave, illness, or disability.
2. Demonstrated experience in developing and/or using social, cultural or historical research methods, including digital methods in a relevant research context.
3. Proven scholarly writing skills and experience in preparing publications for a variety of audiences, including scholarly articles in high-quality refereed journals, book chapters, and/or books.
4. Proven ability to work independently to generate distinctive contributions to scholarly knowledge and/or create real world outcomes.
5. Demonstrated ability to work effectively and collaboratively in cross disciplinary research as part of a high-achieving and collegial research culture.
6. Well-developed oral and interpersonal skills with demonstrated ability to communicate effectively with a wide range of stakeholders and research collaborators, including presentations at seminars, conferences, and events involving industry, community, and government stakeholders.
7. Demonstrated history of behaviour aligned to the RMIT values (inclusion, imagination, agility, courage, passion and impact) and RMIT’s Leadership and Educator & Researcher frameworks.

**Qualifications**

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**Mandatory:** PhD or equivalent in relevant field

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

<b>Endorsed:</b>	Signature:	<b>Approved:</b>	Signature:
	Name:		Name:
	Title:		Title:
	Date:		Date: