**RMIT UNIVERSITY**

## Position Description – Research Fellow

## Position Details

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| **Position Title:** | Research Fellow – AI and Digital Capabilities |
| **College/Portfolio:** | College of Social Context and Design |
| **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. |
| **Employment Type:** | Fixed term (Research) |
| **Classification:** | Academic Level B |
| **Time Fraction:** | 1.0 |
| **Reporting Line:** | Centre Director |
| **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.

## College of Design and Social Context

RMIT's College of Design & Social Context brings together creative and practical study in the fields of design, technology and society.

Comprised of nine schools, the College encompasses a wide variety of disciplines of the built environment, education, media & communication, global & social studies and across all fields of art and design. It is this breadth of expertise and the shared commitment to addressing the most urgent

challenges and opportunities of our time through interdisciplinary collaboration that gives the College its unique identity.

Our work makes substantive contributions to sustainability and regenerative futures, global and social justice agendas and exploring the nexus of technology and the human experience.

We seek to deepen our understanding and offer possible paths forward for society by addressing these issues with imagination, rigour, and practicality. We do this through excellence in education and research that is future-focused, industry-connected and community engaged.

With over 21,000 students in Australia and Vietnam – from undergraduate students to PhD candidates – learning and researching with a team of over 1000 academics, we are dedicated to fostering an environment that advances knowledge and transforms professional practice.

Through our highly respected research centres, groups and international partnerships, the College is having an impact globally with agenda-setting research that informs government policy, supports industry innovation and advances creative practice.

The College has a significant presence in Asia and Europe through higher education programs and active research projects. This includes programs at RMIT's Vietnam campus and with partner organisations in Singapore and Hong Kong, and research activity at RMIT Europe, the University's innovation hub in Barcelona.

For more information see [www.rmit.edu.au/dsc](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 in the top 100 universities 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](www.rmit.edu.au/about/our-education/academic-schools/media-and-communication)

## Position Purpose

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, 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, mobilities, 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

We are seeking a Research Fellow in the following area:

- The social and geographical distribution of digital and AI capabilities, and effective public policy responses to digital inequality.

The Research Fellow will contribute to several projects within the Centre including the Australian Digital Inclusion Index, Mapping the Digital Gap, and other projects, with a particular focus on understanding the distribution of digital inclusion in Australia and our region.

The Fellow will be based at the ARC Centre at RMIT University, and will 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.

## Reporting Line

Reports to:  Centre Director

Direct reports: Nil

## 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.

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

- 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 the management and coordination of collaborative research projects, including stakeholder management, the preparation of project proposals, ethics documentation, and reporting.

- Contributing to public understanding and debate of Centre research through media, industry and policy engagement.

- 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

1. A PhD in a relevant discipline area, such as media and communication, social studies of technology, or social or economic geography. Completion should be within the past five years of 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, with experience in qualitative and/or quantitative methods, and literacy in interpreting quantitative findings. Experience in working with survey data or other quantitative datasets is desirable but not essential.

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, high-profile industry reports and presentations and public-facing communication such as media articles.

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 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. This includes managing complex stakeholder relationships and presenting to diverse audiences across seminars, conferences and industry events.

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.

**Desirable**: Demonstrated experience working collaboratively with communities or community-based organisations in research, policy or service contexts, including experience supporting participation by groups experiencing digital exclusion.

## Qualifications

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

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

| **Endorsed:** | Signature: | **Approved:** | Signature: |
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| | Name: | | Name: |
| | Title: | | Title: |
| | Date: | | Date: |