



Position Description – Senior Research Fellow

Position Details

Position Title: Senior Research Fellow

College/Portfolio: International and Engagement

School/Group: RMIT Europe

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

Classification: Academic Level C

Time Fraction: 1.0 FTE

Employment Type: Continuing

Reporting Line: Research Director – Infrastructures

No. of Direct reports: 2

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.



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.

RMIT Europe

RMIT Europe is the University's European Innovation Hub located in Barcelona, Spain, serving as the gateway for European research, industry, government and enterprise to innovation and talent in Australia and Asia.

Led by RMIT Europe's Executive Director on behalf of the RMIT Europe Board, our objectives include:

- Make an impact in the region through research and innovation and lifelong learning.
- Increase research capacity and capability for RMIT in Europe, with a focus on high impact European partnerships leveraging funding from the European Commission and other national and international sources.
- Develop collaborative opportunities for education with European partners.
- Facilitate international experiences for RMIT staff and students with European partners and grow opportunities for global work integrated learning for RMIT students.
- Leverage and grow industry partnerships to support the quality and relevance of our education and to ensure the impact of our research.
- Strengthen RMIT's reputation and profile in Europe and globally.

Position Summary

The Senior Research Fellow will be based at RMIT Europe in Barcelona and embedded within the School of Science, working closely with research teams and partnerships across the School and RMIT's Research Institutes.

The position will lead aquatic research being conducted by RMIT Europe in line with the University's research strategy, which prioritises relevant and applied research. This will include active participation in the EU Horizon funded project "Rethinking Coastal Landscapes with climate -resilient interventions: systemic land-to-sea solutions" (COAST-SCAPES). The Senior Research Fellow will make independent and original contributions to research recognised internationally for advancing knowledge of their discipline.

The position also involves co-supervising STEM College Research Fellows and overseeing a cohort of PhD candidates in Water Research in Europe. These Research Fellows are co-funded by university and water industry partners under the Australia-Spain Network for Innovation, Research and Excellence (AuSpire).

The Senior Research Fellow will have an important leadership role and embed their research expertise into the life of RMIT Europe and the School of Science through the development of high-quality, productivity-driven research networks across RMIT and with European and global partners. Senior Research Fellows will be expected to attract external research funding, including competitive grants from Europe and produce high quality outputs.

The position is research-focused and does not include teaching duties.

Key Accountabilities

- Lead and manage high quality water-related research in Europe. This includes making independent and original contributions to research acknowledged at a national level.
- Provide leadership in research training, supervision and developing successful research teams, in particular post-doctoral staff working on water-related research funded by the AuSpire program as well as undertake supervision of research students.
- Grow RMIT's external research funding and profile by identifying, initiating and preparing successful external funding applications for RMIT Europe and with Australian RMIT staff.
- Extend the research performance and reputation of water research through effective engagement with industry, government and community sectors. Use these relationships to develop interdisciplinary collaborative projects with internal and external stakeholders, and from the local to global level.
- Serve as RMIT Europe's lead researcher on the COAST-SCAPES Horizon project, addressing pollution issues that can prevent water being reused for environmental and/or economic purposes.
- Regularly disseminate research outcomes in high quality outlets as lead author and in collaboration with other researchers and actively communicate outcomes to stakeholders and the broader research community.
- Champion research excellence and innovation that supports cutting-edge research and makes a positive impact on communities.
- Undertake administrative duties as required.

Key Selection Criteria

Essential:

1. Recognised and established track record with high-impact research publications in environmental aquatic science and emerging national recognition through outputs in high-quality outlets.
2. Evidence of independent and original intellectual contribution with significant impact, critical thinking and demonstrated leadership ability.
3. Demonstrated ability to build strong partnerships and research networks with industry, government, and community sectors, particularly for research translation and impact, including on policy or practice.
4. Experience in research leadership, including building and developing collaborative research teams, mentoring academic staff, PhD candidates, and fostering inclusive, respectful and productive working relationships.
5. Extensive experience in supervising higher degree by research candidates and providing research training to maximise performance.
6. Proven ability to attract and secure external research funding, including competitive grants, and manage funded projects with complex budgets and reporting requirements.

7. Demonstrated alignment with RMIT's values, behaviours and strategic goals, including commitment to research development, innovation, and industry/community engagement. (See: Our values - RMIT University)
8. Excellent interpersonal and communication skills, with the ability to consult and collaborate effectively with HDR candidates, staff, and external partners, and a strong commitment to teamwork and multidisciplinary collaboration.

Qualifications

- PhD or equivalent in relevant field
- High level proficiency in English (essential) and Spanish (beneficial)
- Eligibility to work legally in Spain