Position Description – Research Fellow

Position Details

Position Title: Research Fellow

College/Portfolio: STEM College

School/Group: School of Science, Biology

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: 0.8 FTE

Employment Type: Fixed Term

Fixed Term Reason: **Research**

Reporting Line: Senior Research Fellow

No. of Direct reports: None

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 Australian 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.

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 School of Science

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

Centre for Nature Positive Solutions

RMIT's Centre for Nature Positive Solutions (CNPS) is multi-disciplinary team with a proven track record of conducting impactful research that addresses the world's most pressing environmental challenges, including climate change, pollution, and biodiversity loss. Grounded in cutting-edge science, CNPS focuses on innovative research that transforms the conservation, restoration, and management of ecosystems, ensuring a sustainable future where both people and nature can thrive. CNPS develops solutions that mitigate climate change, protect aquatic biodiversity, foster economic growth, and promote capacity building and community wellbeing.

With a dynamic team of 34 researchers, CNPS collaborates globally to provide actionable guidance and solutions that empower communities, industries, and governments. The core team has over 50 years of collective research experience, with expertise in ecology, biogeochemistry, microbiology, environmental economics, remote sensing, social science, mapping, and modelling. CNPS includes internationally recognised researchers with more than 400 peer-reviewed publications. www.rmit.edu.au/cnps

Position Summary

The **Research Fellow (Traditional Custodian Socio-economic Outcomes)** is a key position within the Reef Wetlands Initiative, a major collaborative project led by the Great Barrier Reef Foundation (GBRF) and delivered in partnership with multiple organisations. Funded through Queensland's Reefwise Program, the initiative aims to accelerate coastal wetland restoration across Great Barrier Reef catchments through the development of practical tools, methods and financing pathways that support improved water quality, biodiversity and community outcomes.

The researcher will work collaboratively with Traditional Custodians to explore and co-design practical, culturally appropriate approaches for identifying, measuring and reporting the social, cultural and economic outcomes of coastal wetland restoration projects.

Central to this work will be understanding which outcomes are important to communities, whether and how they would like these outcomes to be measured, and what locally appropriate indicators and reporting approaches might look like. The research will also consider relevant existing carbon and co-benefit frameworks and explore whether, and under what circumstances, Traditional Custodian-defined outcomes could be recognised alongside environmental outcomes or contribute to future restoration investment and financing opportunities.

A key focus of the position will be bridging community-led research with practical approaches to monitoring, evaluation, reporting and decision-making, translating research findings into methods and guidance that can be used by Traditional Custodians and other project partners.

Accountabilities

1. Develop and maintain strong relationships with project partners, Traditional Custodians, and other stakeholders to support the co-design, delivery, and application of project outcomes.
2. Lead and coordinate project activities to identify and develop culturally appropriate approaches for measuring and reporting Traditional Custodians-defined social, cultural and economic outcomes of coastal wetland restoration, including their potential application within relevant carbon and co-benefit frameworks.

3. Deliver high-quality research outputs and practical project outcomes, including methods, guidance and reports that support monitoring, evaluation and decision-making, while contributing to the supervision of higher degree by research candidates.

Key Selection Criteria

ESSENTIAL

1. Demonstrated experience working collaboratively and respectfully with Traditional Custodian peoples and/or organisations, including co-design or participatory research.
2. Experience developing or applying social, cultural or economic indicators, monitoring or evaluation approaches.
3. Demonstrated experience preparing human research ethics applications, with a strong understanding of culturally appropriate research practices, Indigenous Cultural and Intellectual Property (ICIP) and Indigenous Data Sovereignty.
4. Strong qualitative research and stakeholder engagement skills, including workshops, interviews and consultation
5. Demonstrated ability to translate community-led research into practical outputs, reports, and publications for use by project partners, while managing project priorities, timelines, and stakeholder expectations.

DESIRABLE

1. Knowledge or experience relating to coastal wetlands, Great Barrier Reef catchments, ecosystem restoration, or environmental markets.

Qualifications

Mandatory: PhD in a relevant field.

Fieldwork and Travel

Appointment to this position requires the ability and willingness to undertake fieldwork and travel as required by the project, including travel to regional and/or remote locations in Queensland, Australia.

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.