



Position Description – Research Fellow

Position Details

Position Title: Research Fellow

College/Portfolio: STEM **School/Group:** School of Science

Campus Location: Primarily based at Bundoora 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: Associate Professor Thi Thu Hao Van

No. of Direct reports: 0

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.

Position Summary

The Research Fellow will work with research teams and partnerships in the School and Research Institutes. The Research Fellow is required to undertake research activities in line with the University's research strategy. The position will carry out independent and/or team research which has a significant impact in the area of their specialisation and be acknowledged at a national level as being influential in expanding the knowledge of their relevant discipline.

The Research Fellow's role is primarily to plan, develop and engage in high quality research projects that are aligned with the University's research focus areas. The Research Fellow will embed their research expertise into the life of the School through the development of high-quality, productivity-driven research networks across RMIT and with local and national, internal and external partners. Research Fellows will be expected to engage in high quality research projects, to achieve success in attracting research funding and to produce high quality outputs.

Key Accountabilities

1. Take a leading role in research directed towards the development of a vaccine for Spotty Liver Disease in chickens.

2. Develop bacterial strains as live delivery vehicles for vaccine antigens, including constructing expression cassettes (promoters, secretion signals, terminators) for efficient expression of heterologous genes.
3. Assist with animal trials to assess the protective efficacy of live vehicle vaccines.
4. Provide help and advice on other projects carried out in the laboratory.
5. Interact productively with other researchers within RMIT and with external partners including Bioproperties Pty Ltd, the University of New England and other organisations.
6. Ensure all necessary approvals are in place for work (e.g. AEC, OGTR, AQIS).
7. Assist with the management of the laboratory and with the training and supervision of postgraduate students.
8. Protect key intellectual property generated by the work that may be of commercial value.
9. Prepare and present oral and written reports, and approved publications, on research findings.
10. Conduct high-quality research individually or as part of a team, including: managing research projects within timelines and budget; ensuring compliance with quality and reporting requirements; publishing research results in high-quality outlets; and preparing and submitting external research funding applications.
11. Actively contribute to the development of research strategy within the research team, ensuring alignment with University strategy.

Key Selection Criteria

1. Extensive experience in bacteriology, molecular pathogenesis and molecular biology, with demonstrated expertise in synthetic biology, including construction and evaluation of bacterial expression cassettes for heterologous gene expression and bacterial genome editing.
2. Experience in animal ethics applications and *in vivo* animal experimentation, with demonstrated willingness and ability to work with poultry models and travel interstate for animal trials.
3. Demonstrated ability to define, investigate and solve complex problems in laboratory practice and data analysis using diverse established and experimental procedures.
4. Demonstrated ability to meet project milestones and reporting deadlines.
5. Strong written and oral communication skills.
6. Demonstrated ability to supervise higher degree by research candidates.
7. An emerging track record and recognition for quality research outputs, evidenced by publications, competitive research funding, research impacts and industry links.
8. Excellent interpersonal and communications skills appropriate for interacting with higher degree by research candidates, staff and industry, together with a strong commitment to teamwork, multidisciplinary collaboration and institutional contributions.

Qualifications

Mandatory: 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.