



Position Description – Vice-Chancellor’s Indigenous Principal Research Fellow

Position Details

Position Title:	Vice-Chancellor’s Indigenous Principal Research Fellow
College/Portfolio:	Dependent on the successful applicant’s research specialisation
School/Group:	Dependent on the successful applicant’s research specialisation
Campus Location:	Based at one of the Melbourne campuses (City, Brunswick or Bundoora), however may be required to work and/or be based at other Melbourne campuses from time to time
Classification:	Academic Level D1 to D4
Employment Type:	Fixed Term – 4 Years
Time Fraction:	1.0 FTE

RMIT University

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

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>

Research and Innovation Portfolio

RMIT uses its global presence, urban environment and community and industry connections to capture opportunities and ensure our research makes a difference. Our focus on application and transformation is having a positive impact on communities and the environment. Our aspiration is to make a significant contribution to knowledge in our areas of specialisation and identify and develop innovative approaches to build economic prosperity and to address problems affecting society.

RMIT has eight Enabling Impact Platforms (EIPs) which go beyond a traditional academic discipline-based view of the world. EIPs are clusters of research excellence that can be deployed to deliver significant positive economic, social, and environmental impact. It is through connecting our areas of research excellence and deploying that excellence to address others' needs that RMIT will make a substantial difference. The EIP areas are in Advanced Materials, Manufacturing and Fabrication; Biomedical and Health Innovation; Design and Creative Practice; Global Business Innovation; Information and Systems (engineering), Social Change; Urban Futures; and Sustainable Development Technologies and Systems. Find out more about EIPs at <https://www.rmit.edu.au/research/our-research/enabling-impact-platforms>

Researchers at RMIT University are based in Schools and are affiliated with our EIPs. This enables us to provide focus and support for outcome-related multi-disciplinary research, undertaken in collaboration with leading organisations and industry partners. These collaborations ensure our research outcomes make a difference.

RMIT's Research and Innovation Portfolio supports researchers to help shape the world. The portfolio has an engaged, energetic, talented, and collaborative team focused on enabling excellent research and innovation outcomes. With a global presence, community, and industry connections, we support cutting-edge research and careers that make a positive impact on communities.

The Research and Innovation Portfolio supports researchers and graduate researchers with research partnerships, grants and research contracts, funding opportunities, capability development, research training, ethics and integrity, intellectual property, commercialisation, internships, communication, and profile. Through the School of Graduate Research, the Portfolio is responsible for promoting and enhancing research education and training at RMIT to ensure the highest standard of research candidate experience is possible.

Click [here](#) to find out more about research and innovation at RMIT University and the Research and Innovation Portfolio.

RMIT University's three Academic Colleges

The College of Business and Law has established a reputation for excellence in business and management education, providing high quality industry responsive programs relevant to the national and global marketplace.

Click [here](#) to find out more about research in the College of Business and Law.

The College of Design & Social Context encompasses RMIT's art, communication, design, education, humanities, property, and social science discipline areas.

Click [here](#) to find out more about research in the College of Design & Social Context.

The STEM College holds a leading position and expertise in the science, technology, engineering, mathematics, and health (STEM) fields. We are uniquely positioned to influence and partner with industry, as never before.

STEM College is a community of exceptional STEM researchers, teachers, inventors, designers, and game-changers, supported by talented professional staff. We offer higher education programs across all STEM disciplines at the Bachelor, Master and PhD levels, and ensure our students experience an education that is work-aligned and life-changing.

Click [here](#) to find out more about research in STEM College.

Position Summary

The Vice-Chancellor's Indigenous Principal Research Fellow will be aligned with one or more of RMIT's Strategic Research Priority Areas. They will be located within a School environment but expected to work across disciplines.

The Vice-Chancellor's Indigenous Principal Research Fellow will be outstanding in their field and will contribute significantly to research outputs and translation, industry and public engagement, building capability of staff, promoting strong research performance, and above all – engaging in research which builds social, environmental and economic benefit and positive change in the world.

The role is primarily to plan, lead, develop, and engage in high quality, transdisciplinary, externally linked and impact-focused research projects, which address local, national, regional, and global challenges in line with the University's Strategic Research Priority areas. The Fellow will be expected to deliver excellent research outcomes with a strong focus on impact and translation.

The Vice-Chancellor's Indigenous Principal Research Fellow will make significant contributions to planning and strategic direction, taking on academic leadership roles involving participation in committees, networks, projects and alliances within their School, College, the University and with industry, community, government, advocacy, arts, NGO, health or other bodies external to the University, as appropriate.

The Vice-Chancellor's Indigenous Principal Research Fellow will be expected to attract external research funding, including competitive grants from both national and international sources, and produce high-quality outputs.

The position may undertake limited teaching duties in relevant areas.

The position is open to candidates who do not currently hold a continuing academic appointment with RMIT University.

Reporting Line

Reports to: A School reporting line through to the Dean, or delegate, with dotted line supervision/mentoring by relevant Enabling Impact Platform (EIP) Director/s.

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

- Lead and manage high quality research involving design and development of projects within the foci of one or more of RMIT's Strategic Research Priority Areas as identified in the Vice-Chancellor's Indigenous Research Fellowships round with a strong focus on impact and translation, and interdisciplinary research.
- Make major original and innovative contributions to the field of study or research recognised as outstanding nationally or internationally including:
 - developing highly successful transdisciplinary, impact-focussed research teams;
 - leading publication effort of research team/s;
 - identifying and attracting external research funding, including Australian competitive grants, fellowships, and Industry funding to sustain research growth within the College;
 - supervising higher degree by research candidates.
- Play an outstanding role within the University, discipline and/or profession in research training and in fostering the research activities of others.
- Manage research programs within timelines and budget, ensuring compliance with quality and reporting requirements, including Research Groups and Centres.
- Contribute to School and College research strategy development and participate in University strategy development and governance activities.
- Develop and build collegiality, and embrace diversity, through active interactions and participation in events, forums, workshops in the School, College, and broader research community and networks of the University.
- Assume joint responsibility for career development by actively participating in various activities and producing a jointly agreed development plan.
- Be a positive advocate for research excellence, innovation and translation that supports cutting-edge research and makes a positive impact on communities.

Key Selection Criteria

1. Indigeneity:
 - a. Demonstrated high level capability and commitment to continue and/or contribute to building an Indigenous research community at RMIT
 - b. Have a strong record of positive engagement with the Aboriginal and Torres Strait Islander community
 - c. Demonstrated understanding of the issues affecting Aboriginal or Torres Strait Islander people
 - d. Demonstrated high level ability to communicate sensitively and effectively with Aboriginal or Torres Strait Islander peoples
 - e. This is an identified role and an affirmative measure therefore only open to applicants of Australian Aboriginal or Torres Strait Islander heritage in accordance with an exemption granted under section 12 of the *Victorian Equal Opportunity Act 2010*. This is an identified role and an affirmative measure therefore only open to applicants of Australian Aboriginal or Torres Strait Islander heritage in accordance with an exemption granted under section 12 of the *Victorian Equal Opportunity Act 2010*. **The Applicants will be required to provide confirmation of their Australian Aboriginal or Torres Strait Islander heritage at application**
2. Recognised research track record including substantial record of research outputs in high quality outlets and emerging international recognition.

3. Demonstrated experience in identifying and building research projects to address complex challenges in the world.
4. Proven ability to build research alliances and collaborations with bodies external to the university including industry, government, NGO, community, NFP, cultural and other organisations as relevant.
5. Extensive experience in research leadership with the ability to build and develop collaborative research teams, mentor academic staff to deliver high quality outcomes, attract and secure external research funding to sustain research effort, manage funded research projects including complex budgets and reporting requirements.
6. Experience in supervising higher degree by research candidates to maximise research performance.
7. Demonstrated ability to lead scholarly development and manage and supervise academic staff and teams.
8. Demonstrated understanding of and commitment to financial, governance and quality management systems within a University.
9. Demonstrated high level of interpersonal, communication and negotiating skills including the ability to consult with senior executives, external bodies, produce executive reports, negotiate agreed directions, outcomes and targets within a collaborative environment.
10. Proven ability as an effective member of a management team that develops and achieves shared goals and objectives.
11. Demonstrated track record of values and behaviours consistent with RMIT's enterprise vision, goals and strategic plans see <https://www.rmit.edu.au/about/our-values>.

Qualifications

Mandatory: PhD in relevant field.

Note: Appointment to this position is subject to passing a 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.

Endorsed:	Signature: Name: Title: Date: July 2025	Approved:	Signature: Name: Title: Date: July 2025
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