

Position Description – Postdoctoral Fellow

Position Details

Position Title:	Postdoctoral Fellow
Position Number:	TBC
Portfolio:	Business
School/Group:	School of Management
Campus Location:	Based at the City campus, but may be required to work at other campuses of the University.
Classification:	Academic Level B (<i>Salary Schedule:</i> http://www.rmit.edu.au/browse;ID=ewhltl73t01)
Employment Type:	Fixed term for 3 years (Research)
Time Fraction:	1.0

RMIT University

RMIT is a global university of technology, design and enterprise. Our mission is to help shape the world through research, innovation, teaching and engagement, and to create transformative experiences for our students, getting them ready for life and work.

One of Australia's original educational institutions founded in 1887, RMIT University now has 82,000 students including 12,000 at postgraduate level.

The University enjoys an international reputation for excellence in professional and practical education, applied and innovative research, and engagement with the needs of industry and the cities in which we are located.

With three campuses in Melbourne (Central Business District, Brunswick and Bundoora), two in Vietnam (Hanoi and Ho Chi Minh City) and a centre in Barcelona, Spain, RMIT is a truly global university. RMIT also offers programs through partners in Singapore, Hong Kong, mainland China, Indonesia, Sri Lanka, Belgium, Germany, Austria and The Netherlands, and enjoys research and industry partnerships on every continent.

RMIT prides itself on the strong industry links it has forged over its 129-year history. Collaboration with industry is integral to the University's leadership in applied research and education, and to the development of highly skilled, globally focused graduates.

We are a 5-Star university under the QS Stars international evaluation system, and are 21st in the world among universities less than 50 years old (2015 QS Top 50 Under 50 index).

RMIT features among the world's top 200 institutions in 13 of the 30 subject areas in the 2015 QS subject rankings. We are among the world's top 100 universities in Art and Design; Architecture and the Built Environment; Engineering (Civil and Structural; Electrical and Electronic; and Mechanical, Aeronautical and Manufacturing); Computer Science; and Business and Management Studies.

The University's research was ranked among the best in the world in the 2015 Excellence in Research for Australia evaluation. RMIT was rated "well above world standard" in 13 fields and "above world standard" in a further nine fields.

College of Business

The mission of the College of Business is to deliver in a global context innovative, industry-engaged education and applied research connected to business and design. The five year vision for the College aims to cement its reputation as a distinctive business school of international renown. Central to this vision are three main priorities that aim for a College which is:

- Sustainable in practice
- External in focus
- Transformative in impact.

The College is comprised of 6 Schools undertaking applied research and engagement, and delivering a broad range of programs in Business, at Traineeship, Certificate, Diploma, Bachelor, Masters and PhD levels. Many programs articulate between Vocational Education and Higher Education, creating pathways for further study. RMIT Business programs are delivered in Melbourne, Vietnam, Singapore, Shanghai and Jakarta, as well as through Open Universities Australia (OUA).

Within a broader context of Global Business Innovation, five research strengths create focus for College of Business research activity:

- Entrepreneurship and Innovation,
- Global Logistics and Supply Chain Management,
- Governance, Accountability and the Law,
- Markets, Culture and Behaviour,
- People, Organisations and Performance.

The College has an annual budget of approximately \$200 million and employs over 450 staff providing programs on RMIT global campuses and at partner locations to approximately 31,000 students (approximately 21,000 EFTSL). Enrolments of approximately 15,600 students in College programs in campuses and partner locations account for almost 11,000 EFTSL of this total.

The College has benefited from the University's investment in people and infrastructure with the College located in RMIT University's state of the art Swanston Academic and Emily Macpherson buildings.

Details relating to the College and its research and education profile may be found at the following websites:

College of Business	www.rmit.edu.au/bus
School of Accounting	www.rmit.edu.au/accounting
School of Business IT & Logistics	www.rmit.edu.au/busitlogistics
School of Economics, Finance & Marketing	www.rmit.edu.au/ecofinancemarketing
Graduate School of Business & Law	www.rmit.edu.au/gradbuslaw
School of Management	www.rmit.edu.au/management
School of Vocational Business Education	www.rmit.edu.au/vocbused

Position Summary

The Postdoctoral Fellow position provides an opportunity for emerging researchers to further build their research career supported with research training and mentorship. The appointment of Postdoctoral Fellow will be for a fixed term of 3 years. The Postdoctoral Fellow is required to undertake research activities in line with the University's research strategy. The position will carry out team based research projects, which will make a significant impact in the area of their specialisation and be influential in expanding the knowledge of their relevant discipline.

The Postdoctoral Fellow's role is primarily to plan, develop and engage in high quality research projects that are aligned with the University's high performing research teams. The Postdoctoral 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. Postdoctoral Fellows will be expected to engage in high quality research projects and to produce high quality outputs.

Reporting Line

Reports to: Professor Peter Fairbrother

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.

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

- Develop and conduct high quality research within the framework of designated research areas, such as regional studies, labour studies, and social inequalities.
- Work as part of a team including: managing research projects within timelines and budget and ensuring compliance with quality and reporting requirements; presenting at appropriate conferences, colloquiums and workshops; and publishing research results in high quality outlets as lead or co-author.
- Actively contribute to the development of research strategy within the research team, ensuring it aligns to University strategy.
- Participate in relevant professional development.

Key Selection Criteria

1. A proposed research project that fits within at least one of the designated research areas, specifying research problem, research method and output milestones for a three year period.
2. Emerging track record and recognition for quality research outputs which will contribute to existing high performing RMIT research teams, evidenced by publications and development of new research initiatives.
3. Ability to build effective networks with colleagues.
4. Excellent interpersonal and communications skills appropriate for interacting with higher degree by research candidates, staff and industry, together with a strong commitment to teamwork and multidisciplinary collaboration.
5. Demonstrated experience in conducting research in relevant areas.

Qualifications

Mandatory: Applicants must have a PhD in a relevant field.

Endorsed:	Signature:	Approved:	Signature:
	Name:		Name:
	Date:		Date: