

# Position Description

## Associate Research Fellow



### Details

Area	Deputy Vice Chancellor Academic Portfolio
Team / School	Centre for Research in Assessment and Digital Learning
Employment	0.5 FTE, Fixed Term (June 2023 – May 2027)
Location	Flexible
Classification	Level A
Manager Title	Co-Director CRADLE

### Deakin

Deakin is a Victorian university with a global impact. We are agile and innovative, and committed to making a positive impact through our excellence in education and research and the contributions we make to the wider community.

Our reputation has been built on the dedication and expertise of our staff. We offer a dynamic, diverse and inclusive working environment with opportunities to grow and develop careers. We believe that a progressive, thriving culture will ensure people choose to come, and stay at Deakin and contribute to our ongoing success.

As one of Australia's largest universities, Deakin has strong global linkages, world-class research and an education portfolio that blends the best of campus and digital delivery into a highly supportive and personalised student experience.

We offer outstanding education founded on the experience we create for our learners and guided by graduate outcomes for successful lives and careers. We undertake globally significant discovery research that benefits our communities through the innovative translation of our ideas into new services, products, policies and capabilities.

Deakin campuses sit on Wadawurrung, Wurundjeri, and Eastern Maar Countries, and the [University acknowledges](#), values and deeply respects its connection with the Traditional Custodians and Elders past and present of these lands and waterways. Deakin is the most popular university destination in Victoria for Aboriginal and Torres Strait Islander students and has a rich history of supporting the ambitions of First Nations students, including through the NIKERI Institute (formerly the Institute of Koorie Education).

At Deakin we value diversity, embrace difference and nurture an inclusive, safe and respectful community. Deakin is an Employer of Choice for Gender Equality, a SAGE Athena SWAN Bronze Award holder, seeking gender equity for Women in STEMM, and a Silver Award holder in the Australian Workplace Equality Index for LGBTQ inclusion. We strongly encourage applications from Aboriginal and Torres Strait Islander people and people of all cultures, abilities, sexualities and genders.

[Strategic Plan – Deakin 2030: Ideas to Impact](#)

[Benefits of working at Deakin](#)

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### Overview

#### About CRADLE

The Associate Research Fellow will work within the Centre for Research in Assessment and Digital Learning (CRADLE) which is part of the Deputy Vice-Chancellor Academic Portfolio. CRADLE is an Australian and international research leader on assessment in an increasingly digitally connected world. Our team consists of academics with wide-ranging research interests and expertise across assessment in higher education. Our underpinning premise is improving learning in higher and professional education through research. We collaborate with Deakin faculties and divisions and also work with a range of industry partners and international collaborators.

### Overview

The Associate Research Fellow will work on the Australian Research Council Discovery Project “Feedback literacy for effective learning at university and beyond”. This project is funded by the ARC for four years 2023-2027. The position will support all research activities associated with the project in close consultation with the project’s chief investigators.. In addition to the role, if eligible, the Associate Research Fellow has the opportunity to be supported to undertake a PhD on a related topic on a part time basis. Flexibility relating to the starting time with the enrolment would be considered.

This project aims to develop strategies and frameworks that help learners make the most of feedback across their studies and into their working lives. Using behaviour change techniques from the health and social sciences, and longitudinal research methods, the project expects to develop ways to support students and graduates to seek out and use feedback. Expected outcomes of this project include evidence-informed strategies that individuals and institutions can use to develop life-long capabilities to make the most of feedback.

### Responsibilities

#### *Research and Innovation*

- Conduct high-quality research and scholarship generating high impact outputs, with mentorship
- Engage collaboratively to participate in novel and high-quality research
- Communicate outputs, including as part of the DP23 ARC team
- Ensure impact of academic activity on the field and the community
- Support applications for funding for research
- Begin building body of work and reputation and recognition for quality, excellence and impact
- Participate in intra- and inter-disciplinary research collaborations
- Begin to build track record of timely delivery of outcomes
- Develop working relationship with mentors and supervisors
- Develop early career research plan with guidance from mentors and supervisors
- Adopt culture of research excellence, innovation and impact

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### *University Citizenship and Engagement*

- Contribute to Deakin community and its effectiveness via local engagement and citizenship activities
- Understand the objectives and outcomes to be delivered by the University's strategic agenda
- Contribute to community beyond Deakin via engagement activities

### **Relationships**

- Internal relationships: Support and take direction from the Project Lead Investigator and other project investigators, work with research and administrative support staff, project coordinator, and HDR students.
- External relationships: As required

### **Selection**

#### *Qualifications and experience*

- An honours degree in a relevant discipline and/or other relevant qualifications and experience
- Emerging research and scholarship through publications, and/or other research dissemination activities
- Capacity to contribute to research and administration
- Qualitative and/or quantitative research methods skills and experience
- Experience producing and maintaining research and data protocols, ethics applications, and ensuring the secure storage of data

### **Capabilities**

1. **Digital Literacy:** Interprets and distils information; produces clear communications through a variety of digital platforms
2. **Collaboration:** Proactively supports working together, shares ideas and provides constructive feedback; respects and values others
3. **Building Networks and Partnerships:** Identifies and invests in relationships essential for growth and positive outcomes
4. **Emotional Intelligence:** Recognises emotions in self and others; uses emotional cues to guide thinking and behaviour
5. **Communicating with Influence:** Engages and energises others through clear and persuasive communication
6. **Personal Resilience:** Maintains composure and focus under pressure, adapts to changing situations and recovers from setbacks

### **Special Requirements**

- Working with Children Check

### **Note**

The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.