

# Position Description

## Research Fellow



### Details

Area	Deputy Vice Chancellor Academic Portfolio
Team / School	Centre for Research in Assessment and Digital Learning (CRADLE)
Employment	1.0 FTE, Fixed Term (Jan 2024-Dec 2025)
Location	Flexible
Classification	Level B
Manager Title	Co-Director CRADLE and Professor, Research

### 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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### **About CRADLE**

The Research Fellows will work within the Centre for Research in Assessment and Digital Learning (CRADLE) which is part of the Deputy Vice-Chancellor Academic Portfolio. The Centre conducts research in the area of assessment and digital learning and collaborates with Deakin Learning Futures and Faculties through joint initiatives and with external bodies, particularly higher education institutions.

CRADLE is an Australian and international research leader on assessment in an increasingly digitally connected world. More specifically, CRADLE is globally recognised for its expertise at the intersection of Artificial Intelligence (AI) and university assessment. 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 Research Fellows will work on the program of research 'Assessment in a time of genAI'. The overarching aim is to understand how, in a time of genAI, higher education assessments can assure, promote and sustain learning across diverse cohorts, whilst enhancing inclusive practices.

The research program comprises two distinct projects. The first investigates assessment design, to examine how assessment can assure and promote learning in the context of increasingly widespread use of genAI. This project will investigate how the integrity and validity of assessment can be maintained and enhanced when students use genAI, and how can assessment prepare students for a world where gen AI will be commonplace.

The second project will investigate how students work with genAI, in relation to the graded and formative tasks they undertake in their courses, with a particular focus on how they make judgements about the quality of work. This qualitative project will use ethnographic methods to follow students through their studies, across traditional and work-integrated learning units.

Both projects will contribute to the field of higher education research, through building a theoretically and empirically grounded body of work exploring the intersection of genAI and assessment. In addition, the findings from the two projects will facilitate the collaborative design of assessment which supports students and teachers to optimise the opportunities afforded by genAI and minimise its challenges.

The two positions (one per project) will support all research activities associated with the research projects in close consultation with the projects' chief investigators. The appointees will also promote CRADLE's work within academic communities, and be supported to seek follow-on competitive grant funding to extend their research. They will be expected to work closely together and contribute to a common data bank.

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### **Responsibilities**

#### *Research and Innovation*

- Initiate, design, conduct, and may lead productive, high-quality research, scholarship and creative activities generating high impact outputs
- Engage collaboratively to develop novel and high-quality research or creative activities
- Widely communicates outputs to discipline(s) and the community
- Ensure impact of academic activity in the field and the community
- Build national reputation, based on growing, focused body of work recognised for quality, excellence and impact
- Initiate, design, conducts and may lead intra- and inter-disciplinary research collaborations, to enable major breakthroughs in knowledge and understanding and solutions to complex problems
- Support and may lead in applications for external competitive and other funding, and demonstrates sustained efforts
- Initiate, design, conduct and may lead innovation and translation into policies, frameworks, strategy, priority setting and other outcomes to create positive impact
- Build portfolio of policy and strategy influence, services or other innovations with positive real-world impact
- Adopt and promote a culture of research excellence, innovation and impact
- Assist the implementation of local citizenship activities and contribute to effectiveness as influencer
- Contribute to the implementation of specific aspects of University's strategic agenda
- Assist the implementation of community engagement activities
- Contribute to the implementation of University's community engagement agenda

### **Relationships**

- Internal relationships: Colleagues within the Deputy Vice Chancellor Academic Portfolio and faculties
- External relationships: Advisory Board

### **Selection**

#### *Qualifications and experience*

- PhD in a relevant discipline and/or other relevant qualifications and experience
- Emerging reputation in original research and scholarship in higher education through publications and/or exhibitions
- Demonstrated experience in, and knowledge of, qualitative and/or quantitative research methods skills
- Experience in producing and maintaining research and data protocols, ethics applications and ensuring the secure storage of data
- Experience in reviewing, synthesising and debating educational research theory and knowledge, and keeping up to date with current relevant literature, with an understanding of assessment and the digital
- Expertise in data collection and analysis, project management, writing research papers, report writing and other methods of dissemination of results
- Ability to produce research-related material for teaching or other purposes, for use in relevant teaching programs if applicable.
- Ability to undertake administrative duties primarily connected to the projects

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- Ability to make a contribution to communities through research
- Capacity to contribute to leadership of research and administration
- Excellent interpersonal skills and a proven ability to establish good working relationships with colleagues

### *Desirable*

- Demonstrated experience and knowledge of contemporary validity OR demonstrated experience with rigorous qualitative experience methods, particularly ethnographic type techniques
- Knowledge and/or experiences of researching inclusive approaches to education

### **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. **Emotional Intelligence:** Recognises emotions in self and others; uses emotional cues to guide thinking and behaviour
4. **Building Networks and Partnerships:** Identifies and invests in relationships essential for growth and positive outcomes
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.