

Position Description

1. General information

Position reference	RMIT-PF1: Regenerative Design Interventions in Complex Systems
Research topic	Understanding the impact of regenerative design interventions in complex industrial systems, particularly food systems.
Supervisors	<ul style="list-style-type: none"> • Marta Fernandez (RMIT Europe) • Chris Speed (RMIT University) • Susana Saiz (Arup)
Research areas	Regenerative design; Resilient and sustainable systems; Positive impact; Sustainable development
Employing entity	RMIT Europe
Seconding entity	RMIT University
Collaborating entity	Ove Arup & Partners
Position funded by	<ul style="list-style-type: none"> • COFUND, Marie Skłodowska-Curie Actions (MSCA), Horizon Europe, European Union • RMIT Europe • RMIT University • Ove Arup & Partners (Arup)
Additional information	<ul style="list-style-type: none"> • https://www.arup.com/insights/regenerative-design/ • https://www.rmit.edu.au/about/schools-colleges/design • https://www.rmit.eu/research-projects
Foreseen start date	September 2025
Gross annual salary	37,000 EUR, plus complements defined below

2. Expected candidate profile

The expected candidate profile for the position is as follows:

The candidate should have a PhD in a topic relevant to regeneration and a track record of undertaking and disseminating world-class research. The Postdoctoral Fellow will be based in the School of Design. A PhD in Design is not required, but an interest in the role of design in its broader sense (service, policy, systems) as a driver of change is essential.

Expertise in one or more of the following areas is required:

- Systems thinking.
- Sustainability assessment.
- Regenerative design.
- Circularity.



- Ecological knowledge.
- Food systems.

Skills required:

- Data visualisation.
- Community engagement.
- Project management.
- Leadership skills.
- Good communication skills.
- Research rigor.
- Quantitative analysis.
- Interdisciplinary collaboration.
- Critical thinking.

3. Employment conditions

RMIT Europe offers a 36-month (3-year) postdoctoral full employment contract to work at its facilities in Barcelona, Spain as part of the AuSpire researcher training program, co-funded by the European Commission under the MSCA COFUND scheme. The total working hours per week are 37 and there is a probation period of 5 months.

The remuneration, in line with the European Commission rules for Marie Skłodowska-Curie grant holders, will consist of a gross annual salary of 37,000 EUR. The definite amount to be received by the Postdoctoral Fellow is subject to Spanish tax legislation.

The position will be jointly supervised by RMIT Europe (Employing Entity) and RMIT University (Seconding Entity), where the Postdoctoral Fellow must undertake a secondment at the premises of the latter in Melbourne, Australia for up to 12 months.

Additionally, the program includes annual in-person workshops at various locations across Spain, along with online training and networking activities.

Benefits include:

- 4,000 EUR relocation for employment stipend to cover costs associated to taking up employment (flights, visa, insurance, etc.), to be distributed monthly as a top-up to the gross salary.¹
- 9,000 EUR relocation for secondment stipend to cover compulsory project-related travel and accommodation costs (flights, visa, insurance, accommodation, etc.).¹
- 3,000 EUR travel stipend to cover flights and accommodation for participating in compulsory AuSpire training and networking events in Spain over the 3 years.¹

¹ The definitive amount to be received by the Postdoctoral Fellow might be subject to Spanish tax legislation.

- 314 EUR monthly family allowance offered to candidates who meet the criteria.^{1 2}
- Access to necessary facilities and site of Arup as an industrial partner and RMIT Australia School of Design.
- Access to world leading academics from School of Design of RMIT based in Australia and Europe, and to RMIT Melbourne design facilities when on secondment to Australia as is necessary for the research.
- 22 days of paid holiday leave.
- 4 personal leave days.
- Christmas closure (between Christmas and New Year) – 4 working days of leave (not discounted from holidays).
- Spanish Social Security coverage.
- Sick leave.
- Parental leave.
- Hybrid work scheme.
- Two weeks per year remote work from anywhere.
- Flexible salary benefits (meals, transport, healthcare, kindergarten).
- Free coffee and fruit.
- Becoming a Marie Skłodowska-Curie fellow and be invited to join the [Marie Curie Alumni Association](#).

² According to MSCA-COFUND requirements, Fellows with family obligations are entitled to a family allowance (i.e. persons linked to Postdoctoral Fellow by (i) marriage, or (ii) a relationship with equivalent status to a marriage recognised by the legislation of the country or region where this relationship was formalised; or (iii) dependent children who are actually being maintained by the Postdoctoral Fellow).