

Expression of
Interest (EOI)

Feminist
Researcher
in Residence
2026

Research theme

Gender and AI

VWT is seeking a curious Early Career Researcher (ECR) to uncover the unique risks, harms and opportunities AI technology poses for women, girls and gender diverse people in Australia.

Research theme: Gender and AI
Organisation: Victorian Women's Trust
Expression of Interest opens: Tuesday 10 March, 2026
Expression of Interest closes: Midnight, Friday 10 April, 2026

Application checklist

To apply for the Feminist Researcher in Residence role, please prepare one single PDF document containing the following:

A brief EOI (800 words or less) addressing:

- Three pressing questions on gender and AI through an intersectional feminist lens.
- Your proposed methodology for one of those questions.
- How your research experience and values align with this role.
- What excites you about working with the Victorian Women's Trust.

Your CV, including:

- **2–3 referees:** letters of support are encouraged.
- **Your research portfolio:** A list of relevant publications or projects demonstrating independent research and timely delivery.
- **Two mentor nominations:** The names of two preferred strategic mentors (e.g. academics or community leaders). Note: We can assist with this if required.

Submission details:

- No separate cover letter is required.
- File Name: FirstName_LastName_VWT_FRIR_2026

Deadline:

Submit via EthicalJobs by Friday, 10 April, 2026.

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Message from the Executive Director

Welcome!

Thank you for your interest in the Feminist Researcher in Residence role at the Victorian Women's Trust.

As we navigate an era where Artificial Intelligence is rapidly reshaping our social fabric, we believe it is vital to apply a rigorous, intersectional feminist lens to the questions of power, bias, and inequity inherent in these technologies. We are looking for a researcher who is capable and deeply curious about how these systems impact the lives of women and gender-diverse people.

This residency is a unique opportunity to contribute to a community that values both academic rigor and social justice. We aren't just looking for a researcher; we are looking for a collaborator whose values align with our commitment to gender equality and whose work can help us advocate for a fairer future.

If you are passionate about the intersection of gender and AI — bring your expertise to the Trust! We would love to hear from you.

In solidarity,

A handwritten signature in black ink, appearing to read 'K Abernethy', written in a cursive style.

Dr Kirsten Abernethy
Executive Director
Victorian Women's Trust



Overview of the Role

The Victorian Women's Trust (VWT) is committed to intersectional feminism, and reducing harm to women, girls and gender diverse people. We have identified artificial intelligence/machine learning and automation as a rapidly evolving area with significant implications for our community.

VWT is seeking a curious Early Career Researcher (ECR) to uncover the unique risks, harms and opportunities AI technology poses for women, girls and gender diverse people in Australia. We are looking for the right person to undertake applied research with practical, impact-focused outcomes.

This research will be co-designed in collaboration with our community, the VWT team, and key stakeholders. The Researcher in Residence's outputs will deepen the VWT community's understanding of the link between gender and AI. The evidence generated by the Researcher will inform and enrich VWT's advocacy, policy positions, and program design in this area.

The successful candidate will be supported to increase their capacity through ongoing mentoring, and media training (if desired).

We kindly ask you to nominate two preferred mentors who will:

- **Act as a strategic sounding board:** Helping you translate complex research into circuit-breaking insights and policy recommendations.
- **Provide professional scaffolding:** Offering guidance on the public impact of your work and assisting in connecting the research with wider networks.

Please note:

- We define an ECR as someone with a doctoral qualification, research masters (or equivalent professional research experience).
- We value the strength that lived experience brings to research. We strongly encourage applications from women and gender-diverse people across our community, particularly First Nations people, people from migrant and refugee backgrounds, people with disabilities, and members of the LGBTQIA+ community.

About us

The Victorian Women's Trust (VWT) was established in 1985. VWT is a proudly feminist and independent organisation. We conduct critical advocacy campaigns, social change initiatives, and groundbreaking research.

As a small but ambitious organisation, we take on the biggest feminist challenges of our time and bring about change that is tangible, local and people-led. By inviting others to connect with us and with each other, we learn and grow in our feminism together.

Organisational structure:

We are made up of three essential components: the Victorian Women's Trust Ltd; the Dugdale Trust for Women & Girls (DTWG); and the Victorian Women's Benevolent Trust (VWBT).

- The Victorian Women's Trust is our engine room conducting research, advocacy and public campaigns to ensure gender equality becomes a reality in this lifetime.
- The Dugdale Trust for Women & Girls is our national harm prevention entity, pursuing circuit-breaking solutions to reduce harm to women and girls.
- The Victorian Women's Benevolent Trust is our grant-making branch. Since 1985, VWBT has provided hundreds of grants to grassroots community projects that improve the status of women and gender diverse people.

The Feminist Researcher in Residence Program sits within DTWG, and as such, is a harm prevention initiative. Read more about the Harm Prevention Charity Register [here](#).

Feminist Researcher in Residence Program Committee:

- **Dr Kirsten Abernethy**, Executive Director, Victorian Women's Trust
- **Dr Emma McNicol**, Feminist Philosopher, Educator and Researcher, Monash University, and Board Member, Victorian Women's Trust
- **Leena van Deventer**, writer, game developer, and educator, and Board Member, Victorian Women's Trust
- **Ally Oliver-Perham**, Head of Programs and Partnerships, Victorian Women's Trust

Research objectives

Your research findings will:

- Provide an intersectional analysis of AI's impact on Australian women and girls, synthesising existing research as well as identifying research gaps and opportunities;
- Identify practical policy pathways and actions that will reduce harm to women and girls, and further women's capacity, understanding and agency;
- Further our internal knowledge and community awareness, assist our work programs and advocacy output, while supporting future coalition building.

Scope of research

The research will involve:

- **Co-design process:** Working with the Committee to refine the research questions and methodology, and lead a series of workshops with a range of diverse, expert stakeholders to support research, knowledge sharing and coalition building.
- **Desk-based research:** The research will be desk-based. While the methodology will be refined in the co-design process, we expect that it will comprise a comprehensive scan of literature and current thinking, key informant discussions with experts, and the development of targeted case studies to surface meaningful and considered provocations and rigorous lines of inquiry.

Expected outputs:

- **Research Snapshot:** 1-2 page public facing document, detailing interim findings, as well as a high level overview of research trends and emerging themes.
- **White Paper:** A detailed report (approx. 2,500 to 5,000 words) with a high-level summary for public distribution.
- **Recommendations:** 10-20 practical actions for VWT, and key stakeholders, such as policy makers, industry members, and individuals. E.g. *How should the government be responding to this issue? How should tech companies change? What can people do now to protect their rights?*
- **Public speaking:** It is likely you will be called to represent the VWT in your capacity as the 2026 VWT Researcher in Residence, and share the results of your findings with diverse stakeholders, including academic and public audiences. Format will vary (E.g. webinars, roundtable discussions, panels). Media training will be offered, if desired.

Timeline

- **Expression of Interest Opens:** Tuesday 10 March, 2026
- **Expression of Interest Closes:** Midnight, Friday 10 April, 2026
- **Commencement:** Monday 4 May, 2026 (*flexible*)

Milestones/Outputs:

1. Research Snapshot **Due:** September, 2026 (*fixed milestone*)
2. White Paper (Draft) **Due:** November, 2026 (*flexible milestone*)
3. White Paper (Final) **Due:** January, 2027 (*flexible milestone*)

Remuneration

- This is a fixed-price consultancy contract valued at \$25,000 (excluding GST).
- The role is based on an estimated workload of 33 days, to be delivered over the duration of the residency (May 2026 – January 2027).
- As this is an outcome-based contract, hours are flexible and can be managed autonomously to meet key milestones/output delivery.

Work arrangements and location

- While we support flexible and remote work provisions, **proximity to Naarm/Melbourne is strongly preferred**. This is to facilitate the researcher's participation in in-person co-design workshops, stakeholder meetings, and collaboration with the VWT team.
- **VWT HQ (Clifton Hill):** For the successful candidate, a desk space is available at our office:
137a Queens Parade, Wurundjeri Country, Clifton Hill, VIC
- **Office rhythm:** Our physical office is open **Tuesday through Thursday**.
- **Remote days:** On Mondays and Fridays, the VWT team works from remote locations and remains available for collaboration via digital channels.
- The successful candidate is encouraged to utilise the Clifton Hill office during its open days, receive support, get to know our team and the wider VWT community.

Submission requirements

Interested parties should submit a brief EOI (800 words or less) which addresses the following questions:

- Using an intersectional feminist lens, what do you believe are the top three most pressing questions about gender and AI? Why?
- Select one of the questions you raised. Describe the approach and the methodology you would use to examine this line of inquiry. In your response, please use the 'research objectives' and 'scope of research' as described above as a guide. Please note: for the appointed candidate, the research focus will be determined in collaboration with Feminist Researcher in Residence Committee.
- Explain how your research experience and values prepared you for this role.
- What makes you excited to work with the Victorian Women's Trust?

All applicants must provide:

- **CV with 2-3 referees:** Applicants are encouraged to include letters of support from their referees.
- **Research experience:** Please include a list of relevant publications or previous research projects that demonstrate your capacity for independent, self-directed research and timely delivery of high-quality outputs.
- **Nominate two mentors:** We kindly request each candidate nominate their preferred research mentors. Your mentor will act as a strategic sounding board to support research rigor and professional scaffolding. They may be affiliated with a current tertiary institution (for instance, they might have supervised your Honours, Masters or Doctoral thesis) or they might be an established community leader, public servant or judicial officer. We think it's important that you have the right to nominate the experts in your own field.

Please note: we can assist you in appointing an appropriate mentor if required.

How to apply

- **Please submit your application via the EthicalJobs.** Applications open Tuesday March 10, 2026 and close on Friday April 10, 2026.
- **To assist our selection committee, we kindly ask that you:** Combine your EOI and CV/Research Experience into one single PDF document. Label your file as: FirstName_LastName_VWT_FRIR_2026.
- **Please note:** A separate cover letter is not required. You may simply upload your 800-word EOI and CV as a single PDF.

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Contact

For any inquiries regarding this EOI,
please contact Ally Oliver-Perham:
allyson@vwt.org.au

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