

Job Description

Job Title:	Lecturer in Policing
Job Ref:	LAW109
Campus:	Hendon
Grade:	Grade 7
Salary:	£37,530 - £43,111 per annum inclusive Outer London Weighting
Period:	Permanent
Reporting To:	Head of Department of Criminology and Sociology

Job Purpose

The Department of Criminology and Sociology at Middlesex University is experiencing significant growth and development, with expanding undergraduate and graduate programmes, together with an ambitious research and engagement agenda. This involves strengthening priority areas; curriculum redesign to support student learning, engagement and employability; the deepening our research culture and capabilities; and an ambitious strategy of national and international partnership and engagement.

Policing is central to this development. In 2018 our Department successfully validated a Degree Apprenticeship for Policing, and we are currently developing a pre-service Policing degree, both framed by the Policing Education Qualifications Framework. Future directions include a conversion programme, as well as a Masters in Policing. The purpose of this post is to make a major contribution to this area while contributing to the wider development of the department's Criminology curriculum.

The post

The position of Lecturer in Policing will make a major contribution to shaping the development of Policing education, research and engagement at Middlesex. The post holder will contribute to core policing teaching as well as to other areas of the criminology curriculum, and will contribute to the development and delivery of both the Degree Apprenticeship and pre-join degree. The position will contribute to maintaining and strengthening relationships with key partners in policing education, in particular the College of Policing,

Role summary

The role will involve module leadership in policing and criminology at undergraduate and post graduate level, the post holder will be expected to conduct research, learning and teaching, and knowledge exchange to the benefit of students, the School, the University and the wider community, and to play a significant role shaping this area in the Department's Masters courses. The role will contribute to curriculum development across our Policing and Criminology programmes, and may involve Programme leadership where appropriate.

Main responsibilities

Learning and teaching

- Support engaged student learning, at both undergraduate and graduate level, in particular in the area of Policing
- Design, develop and review teaching activities and materials.
- Identify best and innovative practices in learning and teaching and build these into personal teaching practice.
- Maintain an understanding of how emerging research in the subject discipline can shape and improve the curriculum, and inform personal teaching practice.
- Contribute to course/programme design in Policing.
- Give effective advice, guidance and feedback to students, to support their academic progress.
- Enhance student experience and outcomes.

Research and knowledge exchange

- Jointly or independently, contribute to bids for and secure competitive funding for research and knowledge transfer projects
- Contribute to team activity and where appropriate lead on major research and knowledge transfer projects
- Develop a research profile, including outputs, of national and international standing
- Demonstrate commitment to making an impact on society, based on research and knowledge transfer, in particular in the area of Policing
- Contribute to supervision of Masters and Doctoral students.

Academic Leadership and Management

- Contribute to the successful development and introduction of the Degree Apprenticeship and pre-join Policing Degree.

PERSON SPECIFICATION

Post Title: Lecturer in Policing

Essential Requirements:

- Recent or current experience of contemporary policing, and good understanding of the ways policing practice is changing
- Doctoral level qualification (or near completion) in Policing, Criminology or cognate discipline
- Ability to teach and contribute to curriculum and programmes consistent with the Policing Education Qualifications Framework
- A developing record of scholarly work and publication
- High level of written, oral and interpersonal skills

Desirable requirements:

- Ability to contribute to the department's teaching and research in key areas such as digital policing, crime prevention, criminal investigation processes, the application of PACE and rules of Evidence, or other areas highlighted in the PEQF, as well as in other areas of the criminology curriculum.
- Professional teaching qualification, or readiness to undertake formal training
- Presence and engagement in academic, policy and practice networks
- Evidence of commitment to communicating research and knowledge to publics beyond the university, in particular in terms of policy and practice networks relating to policing
- Ability to teach across from introductory to postgraduate levels

Terms and conditions:

Hours: The duties and responsibilities of a Lecturer are wide-ranging. You will be expected to work hours as are reasonably necessary in order to fulfill your duties and responsibilities.

Leave: 35 days per annum plus eight Bank Holidays and seven University days taken at Christmas (pro rata for part-time staff) which may need to be taken as time off in lieu.

Flexibility: Please note that given the need for flexibility in order to meet the changing requirements of the University, the duties and location of this post and the role of

the post-holder may be changed after consultation. The balance of duties may vary over time and will be reviewed as part of the appraisal process.

No Parking at Hendon campus: There are no parking facilities for new staff joining our Hendon campus, except for Blue Badge holders. If you are applying for a post at our Hendon Campus please ensure you can commute without using a car.

Information on public transport to Hendon can be found here:

<https://www.mdx.ac.uk/get-in-touch/directions-london>

We offer an interest-free season ticket loan, interest-free motorbike loan, and bicycle and motorbike parking and changing facilities.

Flexible working applications (including part-time working) will be considered.

The postholder should actively follow Middlesex University policies and procedures and maintain an awareness and observation of Fire and Health & Safety Regulations.

What Happens Next?

If you wish to discuss the job in further detail please contact the Head of the Department of Criminology and Sociology, Professor Kevin McDonald, by phone at +44 20 8411 3706 or via email at k.mcdonald@mdx.ac.uk.

If selected for interview, you will be advised by the School of Law usually within 3 weeks of the closing date.

Postgraduate Certificate in Higher Education programme

Please note that staff who do not hold a teaching qualification in Higher Education may be required to undertake a PGCHE on appointment.

POST GRADUATE CERTIFICATE IN HIGHER EDUCATION

Set out below are the conditions which apply to newly appointed academic staff in relation to the PG Cert Higher Education programme:

- all staff with a contract of more than two years duration and not less than 0.5 FTE are expected to complete the programme unless exempted at the time of appointment;
- other fractional staff and part-time hourly-paid staff may enroll on the programme subject to the normal University conditions concerning payment of tuition fees;
- exemption shall be granted to suitably qualified and experienced staff: *i.e.* 3 years full-time or equivalent or PG Cert HE or equivalent;
- normally staff should be expected to complete the PG Cert HE programme successfully within 24 months of enrolling;
- normally there will be an upper limit of four years to complete the programme successfully. If problems are identified at 30 months every effort will be made to resolve them at a staff development level;
- failure to complete the programme within four years may result in delayed grade progression within the University from Lecturer to Senior Lecturer and is likely to be considered negatively when candidates in such a position apply for promotion;
- staff must be given adequate time to complete the programme within an agreed time framework (*i.e.* normally within 24 months);

- staff will normally be given a time allocation of 0.1 FTE in order to participate in the programme;
- staff who do not complete the programme successfully within 48 months of enrolment without good cause shall not receive a further increment until they do successfully complete the programme;
- where exceptional circumstances apply staff should have the right to appeal to the Deputy Vice-Chancellor against a decision to withhold increments pending successful completion of the programme within four years.

The following qualifications will be considered for exemption of new teaching staff from undertaking the PGCHE:

Either

- Qualified teacher status: e.g. Registered teaching qualification recognised by SEDA, Bed, PG Cert E or further education qualification;
- DFEE registered teaching number (school based number);
- Recognised ENB (NURSING) teaching qualification.

Or

- Three years full time teaching experience (subject to review following guidelines from ITLHE).

Not Accepted

General Adult Education cert. not accepted at present as it does not consider theories of learning, knowledge, needs, skills, and principles of learning.

NB Regardless of exemption, all new lecturers to the University **MUST** go through academic induction.