

## Job Description

<b>Job Title:</b>	<b>Lecturer in Sociology of Race</b>
<b>Job Ref:</b>	<b>LAW86B</b>
<b>Campus:</b>	<b>Hendon</b>
<b>Grade:</b>	<b>Grade7</b>
<b>Salary:</b>	<b>£36,179 - £41,560 per annum inclusive Outer London weighting</b>
<b>Period:</b>	<b>Permanent</b>
<b>Reporting To:</b>	<b>Head of Department of Criminology &amp; Sociology</b>

### **Role Summary**

To conduct research, learning and teaching, and knowledge transfer to the benefit of students, the School, the University and the wider community. The post will be filled by a developing academic with an ambitious research and teaching agenda in the area of the sociology of race. An ability to contribute to teaching and supervising in core areas of the discipline of sociology, in particular theory and methods, is a key requirement of the role. Cross-disciplinary engagement and ability to contribute to the Department's programmes in Criminology or to the future development of joint programmes with the School of Business will be an advantage.

### **Job Purpose**

As part of the wider School of Law, the Department of Criminology and Sociology is engaged in an ambitious period of renewal, involving transforming learning and teaching with a focus on student engagement, strengthening research, internationalisation, and building new and transformative partnerships in the United Kingdom, Europe and internationally.

This transformation involves major investment in curriculum innovation, in particular through placing the relationship between theory and practice at the heart of student learning, with an emphasis on internships, placements, volunteering and experiential learning, as well as critical thinking, data analysis and communication. This involves a renewed emphasis on linking sociological theory with social life, from the local to the global, the intimate to the collective, and a focus on strengthening curriculum pathways that link sociological knowledge and graduate employment outcomes.

As part of this effort, the Department is looking to significantly increase its engagement with the sociology of race. The position will engage with Black and Minority Ethnic experience in the United Kingdom and Europe as well as sociological theories of race and racism. Areas of focus may include race, inequality and social stratification/class; race and public policy; race and education; race and gender; race and the city; race, citizenship and activism; changing forms of racial discrimination; race and work; race and consumption; race and youth. While open in terms of area of expertise, we are looking for a demonstrable capacity to link theoretical questions with empirical engagement.

The role will make an important contribution to sociological methods, from contributing to new forms of creative methods (e.g. embodied methods, mobile

methods) to countering the colour-blindness embedded in many forms of sociological practice.

### **Main responsibilities**

#### **Learning and teaching**

- Contribute to teaching and supervising in core areas of the discipline of sociology, in particular theory and methods
- Maintain an understanding of how emerging research in the subject discipline can shape and improve the curriculum, and inform personal teaching practice
- Design, develop and review teaching activities and materials
- Contribute to course/programme review and design
- Identify best and innovative practices in learning and teaching and build these into personal teaching practice
- Deliver high quality teaching to students
- Give effective advice, guidance and feedback to students, to support their academic progress
- Enhance student experience and outcomes.

#### **Research and knowledge transfer**

- Contribute to or lead (under guidance) applications for research and knowledge transfer funding
- Contribute to major research projects and/or collaborations particularly in the area of sociology of race.
- Maintain personal research profile, including outputs of international standing.
- Develop and maintain a network of research and knowledge transfer related contacts, in the University and the wider specialist community
- Demonstrate commitment to making an impact on society, based on research and knowledge transfer.
- Supervise Masters students and contribute to doctoral supervision.

#### **Academic Leadership and Management**

- Lead learning and teaching activities in a particular area as agreed, e.g. module leadership

- Contribute to cross-School activities, such as student recruitment, induction, assessment, national and international partnerships etc.
- Advise and support colleagues
  
- Manage allocated people and resources
  
- Undertake other activities, as required

***Essential Requirements***

**Knowledge, Skills and Experience**

- Appropriate academic qualifications at postgraduate level (normally a doctorate completed or near to completion), in a relevant field.
- Evidence of research performance and research outputs of international standard in the area of sociology of race.
- Evidence of ability to undertake high quality teaching.
- Commitment to attracting research and knowledge transfer funding.
- Understanding and proven experience of research methods and processes.
- Understanding of good professional practice in learning and teaching.
- A demonstrable ability to work with different kinds of data.
- A good understanding of the employability challenges facing sociology students in the UK, and evidence of a creative response to these challenges
- Commitment to completing formal training in academic practice.

***Desirable requirements:***

- Professional teaching qualification, or readiness to undertake formal training
- Presence and engagement in national and international academic networks
- Evidence of commitment to communicating research and knowledge to publics beyond the university, in particular in terms of civic engagement, such as engagement with relevant groups, organizations or policy networks or public authorities

**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 Holidays.

**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:

[http://www.mdx.ac.uk/campus/campuses/docs/Hendon\\_campus\\_map.pdf](http://www.mdx.ac.uk/campus/campuses/docs/Hendon_campus_map.pdf)

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/s 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 Acting Head of the Department of Criminology and Sociology, Professor Julia Davidson, by phone at +44 20 8411 4203 or via email at [j.davidson@mdx.ac.uk](mailto:j.davidson@mdx.ac.uk).

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.

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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;
- HEA Fellowship.

### **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.