

Job Description

Job Title:	Lecturer in Policing
Job Ref:	LAW123
Campus:	Based at Hendon campus with teaching at sites in Surrey, Sussex & Hampshire
Grade:	Grade 7
Salary:	£38,206 - £43,111 per annum inclusive Outer London Weighting
Period:	Permanent
Reporting To:	Head of Department of Criminology and Sociology

Role Summary

Middlesex University is the lead partner in a consortium with three other universities – the University of Portsmouth, Canterbury Christchurch University, and the University of Cumbria – that is delivering the Police Constable Degree Apprenticeship (PCDA) and the Degree Holders Entry Programme (DHEP) to three police services: Hampshire, Surrey and Sussex.

The Department of Criminology and Sociology is seeking to appoint a Lecturer in Policing to support the delivery of both these programmes.

The role will be held by an experienced practitioner and developing academic who combines professional practice activities with learning and teaching and a broader contribution to their programme.

Job Purpose

To conduct and contribute to investigation and improvement activities in professional practice and provide learning and teaching, and knowledge transfer to the benefit of students, the School, the University and the wider community.

The role will involve module delivery and leadership on the PCDA and DHEP, and the post holder will make a major contribution to teaching, assessment and curriculum development of these programmes. They will contribute to maintaining and strengthening relationships with key partners in policing education, in particular the College of Policing.

Based at Middlesex University's Hendon Campus, the role involves face-to-face teaching in the Surrey, Sussex and Hampshire areas, with teaching and associated activities to take place in police training centres. The post holder may also have the opportunity to contribute to wider policing education and research within the Department of Criminology and Sociology at Hendon.

Because the post holder will have unsupervised access to police premises and student officers' personal data, appointment will be dependent upon successfully obtaining Non Police Personnel Vetting (NPPV) Level 2.

Main responsibilities

Learning and teaching

- Deliver high quality teaching to student officers
- Design, develop and review teaching activities and materials
- Identify best and innovative practices in professional training, learning and teaching and build them into personal teaching practice
- Maintain an understanding of professional practice in the subject discipline to inform personal teaching practice
- Contribute to course/programme review and design
- Give effective advice, guidance and feedback to students, to support their academic progress
- Enhance student experience and outcomes

Practice and knowledge transfer

- Investigate and reflect on professional standards and practices and contribute to the presentation and/or publication of findings
- Engage in professional practice activities, such as the provision of advice and/or training to professional groups
- Develop and maintain a network of professional contacts in the sector and the wider community
- Maintain a profile in personal professional practice which has a proven impact on colleagues and practitioners
- Assist colleagues in ensuring that research has impact beyond academia
- Supervise Masters students and contribute to doctoral supervision as required

Academic Leadership and Management

- Contribute to the successful delivery and development of the PCDA and DHEP
- Lead learning and teaching activities in a particular area as agreed, e.g. module leadership
- Contribute to the administration of the academic programme, by supporting student induction etc and through management of the APTEM (Apprentice) data base
- Advise and coach colleagues
- Undertake other activities, as required

- 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.

PERSON SPECIFICATION

Post Title: **Lecturer in Policing**

Knowledge, Skills and Experience

- Recent or current experience of contemporary policing consistent with the Policing Education Qualifications Framework
- Appropriate academic qualifications at postgraduate level (normally a doctoral level qualification (or near completion) or equivalent)
- Commitment to attracting project funding
- Evidence of practice performance and practice-related outputs
- Ability to deliver high quality teaching
- Understanding of good professional practice in learning and teaching
- Commitment to completing formal training in academic practice.
- Willingness to travel, as required, to attend meetings and deliver teaching

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 Director of Policing Programmes, Associate Professor Angus Nurse (a.nurese@mdx.ac.uk). If selected for interview, you will be advised within 1 week of the closing date.

Postgraduate Certificate in Higher Education programme

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.

Academic Professional Apprenticeships

Newly appointed academic professionals, including Associate Lecturers, engaged in higher education teaching and/or research have for some years been required to undertake the PG Cert HE programme unless they hold an equivalent qualification or relevant experience. This is because Middlesex University is committed to the professionalisation of teaching in higher education through recognition and the celebration of good practice in learning and teaching. The PG Cert HE carries academic credit, not only for articulating and demonstrating the scholarship of teaching and learning but, of equal importance, for evidence from practice which convincingly underpins espoused theory.

From September 2018, subject to eligibility criteria, Academics without a teaching qualification are now required to undertake the Academic Professional Apprenticeship or the PG Cert HE as appropriate. Key points *(please refer to the Academic Professional apprenticeship Guidelines for more detailed information)* <https://www.intra.mdx.ac.uk/key-information/academic-professional-apprenticeship>

- Employees will follow a Teaching or Research route dependent on the focus of their main post'
- The Academic Professional Apprenticeship is expected to be completed over 18 to 24 months.
- Employees working less than 0.8 FTE will have the duration of the Apprenticeship extended.
- 20% of the contractual time is set aside for off the job Training (7 hours a week).
- Applicants will be auto-registered on the Apprenticeship in October or January following their employment.
- The Apprenticeship is managed by the School of Health and Education
- Applicants have 2 years to successfully complete the programme.

Guidance Table

Considerations	Answer
Does applicant already have a teaching Qualification?	If yes, no further action is required. If applicant does not already have a teaching qualification and is a UK or EEA national (who has been in the UK for at least 3 years) they will be auto registered onto the Academic Professional Apprenticeship.
Is applicant a UK or EEA national (who has been in the UK for at least 3 years) ?	If Applicant does not meet the requirements (<i>i.e although they have the right to work but have not been in the UK for 3 years</i>), they will be required to undertake the PG Cert HE as they will not be eligible to be an apprentice.
When are applicants expected to start the programme?	If Applicant commences employment before September, they will commence the programme in September. Applicants who commence employment after September but before January, will commence in January.
Are applicants able to request a deferral?	Any permission for deferral will be given by the Dean.