

Job Description

Job Title:	Lecturer in Policing (Practice)
Job Ref:	LAW127A
Grade:	Grade 7
Salary:	£38,206 - £43,887 per annum inclusive Outer London Weighting
Period:	Permanent
Reporting To:	Head of Department of Criminology and Sociology

Role Summary

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, the policing family and the wider community.

The post holder will make a major contribution to teaching, assessment and curriculum development of the PCDA and DHEP, including 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 concentrated blocks of face-to-face teaching, assessment and performance review in Surrey, Sussex and Hampshire police training centres. All associated travel, accommodation and subsistence costs will be covered by the University.

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.

As an equal opportunities employer, we welcome applications from all suitably qualified persons and all appointments will be made on merit. We would particularly welcome applications from women and from the Black, Asian and Minority Ethnic (BAME) community who are currently under-represented in this area.

Main responsibilities

Learning and teaching

- Deliver high quality teaching
- 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 this post requires off-site teaching in short blocks of time and so demands 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

- Appropriate academic qualifications at postgraduate level (normally a doctoral level qualification (or near completion) or professional experience equivalence)
- Recent or current experience of contemporary policing consistent with the Policing Education Qualifications Framework
- 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:

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 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.nurse@mdx.ac.uk). If selected for interview, you will be advised within 3 weeks of the closing date.

Academic Professional Apprenticeships (APA) (updated January 2020)

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>

- 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 approximately).
- Applicants will be auto-registered on the Apprenticeship in October or January following their employment.
- Exemptions for prior learning can be considered, if some modules have been completed.
- The Apprenticeship is managed by the Education Department.
- Applicants have 2 years to successfully complete the programme.
- Staff completing the apprenticeship will be awarded: the Academic Professional Apprenticeship, the PG Cert Higher Education and Fellowship of the Higher Education Academy (FHEA).

Guidance Table

Considerations	Answer
Prior Qualifications Does applicant already have a teaching Qualification? PG Cert HE, FE etc or has 3 years teaching experience in HE .	If yes, no further action is required. If No , they will be required to do the APA
Is applicant a UK or EEA national or a non UK or EEA national who has been in the UK for at least 3 years ?	If yes, the applicant will be required to do the APA. If No, they will be required to undertake the PG Cert HE as they will not be eligible to do the APA
Level 2 English & Mathematics (GSCE) Has the applicant completed level 2 English & Mathematics or equivalent? (Evidence will need to be provided).	If yes the Applicant will be able to do the APA. If No, the Applicant will be required to undertake the PG Cert HE, as they are not eligible to do the APA.
Part Qualified Has the applicant already commenced a PG Cert HE, FE Programme in another institution and completed some of the modules?	The applicant will still be required to complete the APA and may be given credit for the modules already completed. The recognition of prior learning (RPL), may reduce the overall time to complete the Apprenticeship. However, all apprenticeships must be undertaken over a period of at least twelve months.

Start date When are applicants expected to start the programme?	If the 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.
Deferral Are applicants able to request a deferral?	Approval for deferral will be given by the Executive Dean or Head of School.

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 or related 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