

### **Job Description**

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| <b>Job Title:</b>    | <b>Lecturer in Criminology x 2</b>                              |
| <b>Job Ref:</b>      | <b>Law132</b>   |
| <b>Campus:</b>       | <b>Hendon</b>   |
| <b>Grade:</b>        | <b>Grade 7</b>  |
| <b>Salary:</b>       | <b>£38,206 - £43,887 per annum (inc Outer London Weighting)</b> |
| <b>Period:</b>       | <b>Permanent</b>  |
| <b>Reporting To:</b> | <b>Head of Department of Criminology and Sociology</b>          |

### **Job purpose**

The Department of Criminology and Sociology is seeking to appoint two lecturers in Criminology. These may be in any area of specialisation that will complement existing areas of strength in the department. However, with the introduction of our newly revalidated undergraduate programmes in October 2020, we are seeking to strengthen two areas of our teaching and research in particular:

- Race and social justice
- Criminology and Human Rights

Criminology has a long and distinguished history at Middlesex University. The university has taught undergraduate programmes for many years, and was one of the first in the United Kingdom to introduce Masters programmes in Criminology. These programmes combine a rigorous commitment to theoretical knowledge with a focus on equipping students for professional pathways. They are paralleled by an ambitious research agenda that has contributed to shaping the discipline of Criminology internationally.

Currently, as part of the wider School of Law, the Department of Criminology and Sociology is engaged in an ambitious period of renewal. This has involved revalidating our undergraduate programmes and strengthening their focus on student engagement and experience as well as pathways to professional practice. This transformation involves major investment in curriculum innovation, with an emphasis on internships, placements, and volunteering, together with critical thinking, data analysis, communication and experiential learning. We are extending our longstanding involvement with policing education through new policing courses within the Policing Education Qualifications Framework (PEQF).

The Department is also investing in strengthening its research in core areas through research centres, groups and networks, publication and grant development. This research forms the basis of strategic partnerships at national and international level and the pursuit of an ambitious impact agenda.

## **Role Summaries**

We are introducing our newly revalidated undergraduate curriculum in October 2020. While applications from all areas of specialisation are welcome, in the light of our new curriculum, two areas are particularly important:

- **Race and social justice:** race and the criminal justice system; race and gender; race, cities and justice; the securitization of race; race and policing; postcolonial perspectives on criminology; race, social movements and social justice; race, programme design and evaluation; race and secure settings.
- **Criminology and Human Rights:** human rights and criminal justice; human rights, crime prevention and crime control; human rights and security; human rights, justice and the city; human rights, programme design and evaluation; gender, human rights and the law; transformations in contemporary law and human rights.

The role of lecturer will be held by a developing academic who combines learning and teaching, research and knowledge exchange beyond the university, together with the ability to make a broad contribution to the department.

The ability to contribute to teaching in core areas of the Criminology discipline is a key requirement of these roles, including criminological theory, while the ability to contribute to interdisciplinary teaching and supervision across the School and wider Faculty would be particularly welcomed.

## **Main responsibilities**

### **Learning and teaching**

- Deliver high quality teaching
- 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 review and design
- Give effective advice, guidance and feedback to students, to support their academic progress
- Enhance student experience and outcomes

### **Research and knowledge exchange**

- Contribute to or lead (under guidance) applications for research and knowledge exchange funding
- Individually or with others, conduct and disseminate the outputs of high-quality research, normally of international standard
- Develop and maintain a network of research and knowledge exchange related contacts, in the University and the wider specialist community
- Be committed to ensuring that research has impact beyond academia
- Continually update own knowledge in the field of specialism.
- 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 the administration of the academic programme, by supporting student recruitment, induction etc
- Advise and coach colleagues
- Undertake other activities, as required.

### **PERSON SPECIFICATION**

#### **Post Title: Lecturer in Criminology**

##### **Essential Requirements**

- Appropriate academic qualifications at postgraduate level (normally a doctorate or equivalent)
- Commitment to attracting research and or knowledge exchange funding
- Evidence of a developing research programme, indicated by appropriate publication
- Ability to deliver high quality teaching
- Understanding and proven experience of research methods and processes

- Commitment to completing formal training in academic practice

***Desirable requirements:***

- Ability to contribute to research methods teaching

**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:

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

**Closing date for receipt of applications:**

**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.

## 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   |
|---|--|
| <b>Prior Qualifications</b><br>Does applicant already have a teaching Qualification? PG Cert HE, FE etc or has 3 years teaching experience in <b>HE</b> . | If yes, no further action is required.<br>If No , they will be required to do the APA  |
| Is applicant a UK or EEA national or a <b>non UK</b> 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.<br>If No, they will be required to undertake the PG Cert HE as they will not be eligible to do the APA |

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| <b>Level 2 English &amp; Mathematics (GSCE)</b><br>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.   |
| <b>Part Qualified</b><br>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. |
| <b>Start date</b><br>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.   |
| <b>Deferral</b><br>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.