Job Related Information

This document includes information about the role for which you are applying and the information you will need to provide with your application.

1. Role Details

<table>
<thead>
<tr>
<th>Vacancy reference:</th>
<th>15954</th>
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<tr>
<td>Job title:</td>
<td>Senior Research Fellow/Research Fellow, Centre for Policing Research and Learning</td>
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<td>Reports to:</td>
<td>Professor Graham Pike, Professor of Forensic Cognition and Director for Research, Centre for Policing Research and Learning</td>
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| Salary:           | £33,199 - £39,609 AC2 Research Fellow (RF)  
|                   | £51,630 - £58,089 AC4 Senior Research Fellow (SRF) |
| Terms and conditions: | Academic |
| Duration of post: | Fixed-term, two Years |
| Working hours:    | Full-time or part-time (part-time must be at least a 50% FTE) |
| Location:         | Milton Keynes |
| Closing date:     | 12 noon on Tuesday 14\textsuperscript{th} May 2019 |
| Type of application form accepted: | Application Form, CV and Covering Letter |
| Number of referees required: | 3 |
| Unit recruitment contact: | Resourcing-Hub@open.ac.uk |
The Centre for Policing Research and Learning at The Open University is seeking to appoint a Senior Research Fellow or a Research Fellow (dependent on skills and experience) for a two-year post to conduct research. The Centre undertakes research, education and knowledge into practice projects in collaboration with policing practitioners across a wide range of disciplines and projects. The post-holder will be based in CPRL, which is supported jointly by the Faculty of Business and Law (FBL) and the Faculty of Arts and Social Sciences (FASS), and will work with academic staff from across the entire University.

The Centre works in close collaboration with 21 UK police forces and agencies in the UK, and also has international links. CPRL is jointly funded by FBL, FASS and the 21 policing partners, who also provide leverage to apply for external research and teaching grants.

This is an exciting opportunity for a researcher with leadership experience and an established track record of research excellence (Senior Research Fellow) or experience of academic research (Research Fellow) to join the innovative and impactful Centre, which is highly regarded by academics and police organizations. The post-holder will be based in CPRL, which is supported jointly by the Faculty of Business and Law (FBL) and the Faculty of Arts and Social Sciences (FASS). The postholder will work with academic staff from across the whole University.

The Senior Research Fellow (SRF) or Research Fellow (RF) will be expected to contribute to the CPRL research programme and will bring or will assist with defining suitable research projects. Examples of research projects can be found on the Centre’s website (http://centre-for-policing.open.ac.uk/research) and it is expected that the successful candidate will focus particularly on work situated within the social sciences and business school that explore themes around leadership and management, people, investigations, evidence and policing practice. Expertise in leadership, demand management and knowledge sharing between academics and practitioners will be particularly welcomed but applications are invited from a wide range of areas of expertise.

It is anticipated that the successful candidate will either bring a proposal for an area of research (though developing it more fully with other academics and police partners) or else will develop a particular area of research after appointment.

You will have existing research expertise that is relevant to the policing context but does not need to have previously conducted policing research. Instead, you will need experience of working collaboratively with non-academic practitioners and skills that will be relevant to researching with the police. You will need proficiency in mixed research methodologies, including both quantitative and qualitative research methods and analyses. You will need to show initiative and have the confidence to take a lead role in the design and conduct of empirical work, as well as collaborating with policing practitioners.

The successful candidate will be required to:

- Contribute to the design, conduct, analysis and dissemination of research, including taking a lead role in organising the conduct of empirical work.
- Liaise proactively with policing practitioners through the Centre for Policing Research and Learning (which has a formal partnership with 21 police forces/agencies).
- Play an active role as part of the Centre’s interdisciplinary team.
- Ensure that appropriate ethical approval and data management protocols are put in place and followed.
- Contribute to knowledge exchange activities, including with researchers and practitioners.

Research is strongly and actively supported by Centre and the University more generally and staff are supported in bidding for research funding, in a range of research-related training, and in presenting their work at national and international academic conferences.
## 3. Person specification

### Education, qualifications and training

| Essential: | • A PhD (SRF) or nearly completed (RF) or a set of academic publications equivalent to a PhD. |
| Desirable: | • A Masters-level qualification through research |

### Knowledge, work and other relevant experience

| Essential: | • Working knowledge and experience of conducting research in collaboration with non-academic communities of practitioners.  
• Experience and expertise with mixed research methodologies including both quantitative and qualitative methods and analyses.  
• Ability to work collaboratively as part of an interdisciplinary team.  
• Experience of disseminating research.  
• Ability and willingness to work in non-standard ways and developing innovative ways of working, including with policing practitioners.  
• Ability to work within, and develop, research networks that include practitioners. |
| Desirable: | • Experience of conducting collaborative research with policing professionals.  
• Knowledge and experience of conducting action-based research.  
• An existing track record of publication, particularly in academic journals.  
• Experience of designing, organising or delivering knowledge exchange activities.  
• Existing experience of working with interdisciplinary research teams. |

### Personal abilities and qualities

| Essential: | • Be able to show initiative and have the confidence to take a lead role in the design, conduct, analysis and dissemination of research.  
• Flexibility, resilience and a team player, but also capable of taking responsibility for team leadership and for working independently.  
• Excellent communication skills, oral, written and electronic.  
• Professionalism as a colleague and proven track record of working with others as a member of a team.  
• The ability to work to tight deadlines. |
| Desirable: | • Experience of using ICT in research.  
• Evidence of taking a leadership role in a research project (SRF). |

### Additional requirements/Special circumstances
Essential:

- A commitment to, and understanding of, equal opportunities.
- Ability to travel throughout the UK

4. Role specific requirements e.g. Shift working

Willingness to work occasional evenings and weekends.

5. About the unit/department

**The Centre for Policing Research and Learning**

The Centre for Policing Research and Learning (CPRL) is central to this application. The Centre works in close collaboration with 21 UK police forces and agencies and has international links. The police partners provide some funding to the Centre as well as providing leverage to apply for external research and teaching grants. In addition, the Centre has core funding from Faculty of Business and Law (FBL) and Faculty of Arts and Social Sciences (FASS) for the 5 years 2017-2022. The Centre is working to a 5-year programme of work, agreed between the FBL and the Faculty of Arts and Social Sciences, and the Centre’s Partnerships Advisory and Review Board. The Centre works in close collaboration with the partner forces and other policing organizations across England, Wales and Northern Ireland and the membership reflects a variety of policing circumstances (size of force, type of communities, urban or rural, geographical spread). The Chair of the Centre is Dr Steven Chase, Director of People at Thames Valley Police. The Academic Director of the Centre is Professor Jean Hartley of FBL. The police forces and organizations involved in the Centre partnership are: Avon & Somerset Police, Bedfordshire Police, British Transport Police, Cambridge Constabulary, Dorset Police, Essex Police, Gloucestershire Constabulary, Greater Manchester Police, Gwent Police, Hampshire Constabulary, Hertfordshire Police, Humberside Police, Lancashire Constabulary, Merseyside Police, The Metropolitan Police Service, National Crime Agency, North Yorkshire Police, Police Service of Northern Ireland, South Yorkshire Police, Thames Valley Police, West Midlands Police.

There are also currently more than 50 OU academics involved in the Centre, from across a wide range of disciplines and across all faculties and institutes of the Open University. Some work directly for the Centre while others contribute on a part-time basis through education, research or knowledge exchange activities.

The collaborative partnership has been involved in the development of the Centre since its origins in 2014, since when the Centre has grown rapidly. The Centre is involved in an ambitious programme of work across three streams:

1. On-line and face-to-face learning in a series of informal as well as accredited packages
2. Undertaking and using research relevant to policing
3. Embedding understanding of evidence and mobilising change for improvement through evidence cafés, peer learning visits, conferences, lectures and workshops.

More information about the Centre can be found on the Centre website - [http://centre-for-policing.open.ac.uk/](http://centre-for-policing.open.ac.uk/)

The last Annual Report (2018) can also be found on the website, which gives detailed information about the education, research and knowledge exchange over the last year - [https://bit.ly/2EINOy0](https://bit.ly/2EINOy0).
Members of staff include:

**Professor Jean Hartley** is Professor of Public Leadership at The Open University and also Executive Director of the Open University Centre for Policing Research and Learning. Jean researches and teaches in the field of public leadership and management. Her work on leadership includes the value, use and skills of leadership with political astuteness for public servants, the dual leadership of public servants working with politicians; leadership development and its evaluation for elected politicians and public managers, and leadership in healthcare, local government and policing. She is also interested in innovation and organizational change in public services, and on how networks can spread learning and innovation. She has written seven books and numerous articles on leadership, innovation and organizational change, and public value.

**Dr Matthew Jones** joined the Faculty of Business and Law at The Open University in July 2017 as Teaching Director - Policing. He is responsible for the design and development of a portfolio of new policing programmes at the OU linked to the Police Education Qualifications Framework (PEQF). He is the Chair of the Policing Board of Study; sits on several departmental and faculty committees; and Matthew is currently the Deputy-Chair of the British Society of Criminology Policing Network is part of the Centre for Policing Research and Learning leadership team. Matthew has previously held academic positions at Liverpool John Moores University (as Senior Lecturer in Policing) and Northumbria University Newcastle (as Programme Leader for Criminology). An interdisciplinary social scientist, Matthew’s research interests include: - Policing; Criminal Justice Organisations and Management and Contemporary intersections between LGBT identities and crime/criminal justice organisations.

**Dr Paul Walley** joined the Faculty of Business and Law at The Open University in September 2015. Up to September 2011 Paul worked at Warwick University as an Associate Professor in Operations Management. At Warwick he was Academic Director for their Distance Learning MBA programme, where he also obtained his PhD in 2012. He then took time away from academic life to work as a hospital senior manager in the Middle East. Paul has worked as a specialist in Operations Management for over 25 years, with expertise in areas such as lean thinking, quality management, capacity planning and capacity management in both manufacturing and service settings. He has taught on Masters and Undergraduate programmes at top universities, developing modules on operations management, quality and process improvement, lean management and project management.

**Graham Pike** is Professor of Forensic Cognition and Director of Research for the Centre for Policing Research and Learning at the OU. His research focuses on applying knowledge about human cognition and behaviour to the criminal justice system and has had a particular focus on the development of investigative technology and procedures. This has included developing national legislation and operational policing guidelines in the area of visual identification. As well as more standard research outputs, he lead the creation of the OU’s "Forensic Psychology: Witness Investigation" MOOC (over 120k learners), and has developed a significant amount of open online and broadcast learning material for OpenLearn, the BBC, Apple and Android platforms and others.

**Dr Lara Frumkin** is a Senior Lecturer in the School of Psychology at the OU. Her research is centred around applying psychological principles to law enforcement and security services. She primarily focuses on community responses to criminal activities and how lie detection may be used to help detect engagement in nefarious behaviour. She has previously worked in policy and law enforcement.

**Dr Catriona Havard** is a Senior Lecturer in Psychology and a member of Centre for Policing Research and Learning at the OU. Her research focuses on investigating visual identification evidence, such as police line-ups. The aim of her research is to make eyewitness evidence more reliable, especially for children and older adult (over 60 years’) witnesses, and to reduce misidentifications that could lead to wrongful convictions.

**Dr Zoe Walkington** is the deputy director for learning in the Centre for Policing Research and Learning at the OU. Her research is predominantly in the area of police suspect interviewing, police identity on social media and
6. How to obtain more information about the role or application process

If you would like to discuss the particulars of this role before making an application please contact Graham Pike, Director of Research for CPRL and a Professor in the School of Psychology, by email: graham.pike@open.ac.uk

If you have any questions regarding the application process please contact by email Resourcing-Hub@open.ac.uk

7. The application process and where to send completed applications

| How to Apply: | Complete the application form  
The application form has been designed to give the information needed at this initial stage. |  
| | Covering letter  
Write a covering letter indicating why you are interested in this post and how you believe your knowledge experience and skills meet the Person Specification. |  
| | Please use the essential and desirable items listed in the person specification as subtitles within your letter. In writing your letter, examine carefully the description of the role and analyse how your skills, knowledge and experience match with the requirements set out in the person specification. |  
| | Please pick out specific examples from your experience which clearly demonstrate that you have the particular knowledge and capabilities required in the person specification. |  
| | Curriculum Vitae (CV)  
Please enclose an up to date CV with your application for employment. Please remove any information from your CV that might give an indication of your race, religion or belief, or sexual orientation, as these details are irrelevant to your application. |  
| | Decisions about short listing will be based solely on the information you provide on your application form and covering letter. |  
| e-mail your application to: | Your completed application should be returned to Resourcing-Hub@open.ac.uk (please quote Ref No. 15954) |  
| Please ensure that your application reaches the University by: | 12 noon on Tuesday 14th May 2019 |  
| | Applications received after the closing date will not be accepted. |
8. Selection process and date of interview

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<tr>
<th>The interviews will take place on:</th>
<th>Interviews are planned for <strong>Tuesday 28th May 2019</strong> in Milton Keynes, but this date may be changed if operationally required. Please also note that occasionally there may be a need for second interview.</th>
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<td>The selection process for this post will include</td>
<td>A presentation that will be attended by members of the Centre for Policing Research and Learning and the School of Psychology.</td>
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We will let you know as soon as possible after the closing date whether you have been shortlisted for interview. Further details on the selection process will also be sent to shortlisted candidates.