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>15047</th>
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<tbody>
<tr>
<td>Job title:</td>
<td>Lecturer - Centre for Policing Research and Learning</td>
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<tr>
<td>Reports to:</td>
<td>Dr Nik Winchester, Head of Department, Public Leadership and Social Enterprise</td>
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<tr>
<td>Salary:</td>
<td>£39,992 – 47,722</td>
</tr>
<tr>
<td>Terms and conditions:</td>
<td>Academic</td>
</tr>
<tr>
<td>Grade:</td>
<td>AC3</td>
</tr>
<tr>
<td>Duration of post:</td>
<td>Fixed term (4 years)</td>
</tr>
<tr>
<td>Working hours:</td>
<td>Full time</td>
</tr>
<tr>
<td></td>
<td>Part time will be considered</td>
</tr>
<tr>
<td>Location:</td>
<td>Walton Hall, Milton Keynes</td>
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<tr>
<td></td>
<td>Home Based with regular travel to Milton Keynes campus would be considered</td>
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<tr>
<td>Closing date:</td>
<td>Midday on 7th September 2018</td>
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<tr>
<td>Type of application form accepted:</td>
<td>Electronic short application form, CV and covering letter</td>
</tr>
<tr>
<td>Number of referees required:</td>
<td>Three</td>
</tr>
<tr>
<td>Unit recruitment contact:</td>
<td><a href="mailto:fbl-recruitment@open.ac.uk">fbl-recruitment@open.ac.uk</a></td>
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2. Summary of duties

The Open University is expanding its teaching, research and scholarship in Policing as part of its Centre for Policing Research and Learning. The Centre is underpinned by a collaborative partnership between the Open University and 19 police agencies across the UK, from large territorial forces (e.g. Metropolitan Police Service, Greater Manchester, Thames Valley) to smaller forces (e.g. Gwent, Dorset, Gloucestershire) and including specialist police agencies (e.g. National Crime Agency and British Transport Police). In addition to this work with the 19 police agencies, the Centre with the University is concurrently embarking on the development and provision of policing degrees.

To this end we are looking to appoint a number of Lecturers in this area. Each post-holder will make a significant contribution to our developing portfolio of policing programmes as well as engage in research, scholarship and teaching. The position offers the opportunity to be part of a vibrant, inter-disciplinary research and scholarship culture and community, and to develop expertise in online and distance learning.

We invite applications from a broad spectrum of academic expertise related to policing as well as from appropriately qualified policing professionals looking to move into academia. Applicants should show how their teaching and research (or equivalent professional experience) is relevant to the Centre for Policing Research and Learning.

We particularly encourage applications from those who have, or are ready to develop, expertise in one or more of the following areas related to policing (other areas will be considered):

- Evidence Based Practice
- Work Based Learning
- Public Leadership and Management
- Operations Management
- Organisation Studies
- Crime and Society
- Criminal Justice
- Forensic Psychology
- Security and Intelligence
- Community & Neighbourhood Policing
- Criminal Investigation
- Digital and Online Crime and policing
- Policing Ethics & Accountability
- Vulnerability and risk
- Health and well-being
- Big data, web science and technology

Candidates should have an emerging research and/or scholarship track record and/or the motivation to develop, in consultation with the Centre, a contribution in the research areas of the Centre for Policing Research and Learning, which is located within the department for Public Leadership and Social Enterprise within the Faculty of Business and Law. The appointee will also be expected to contribute to the citizenship of the department and faculty more widely (see below for further details).
You will have excellent communication and interpersonal skills. You will also have experience in innovative ways of working alongside practitioners and an ability and willingness to work in non-standard ways. In addition, you will have experience or an interest in practice-based pedagogy, blended and online teaching and learning and action learning. You will have a strong interest in research and will be ready to talk about your projects or plans about policing, for consideration to be accepted within CPRL.

The successful candidate will be required to:
- contribute to our developing policing programmes, working on the development and presentation of one or more modules;
- create synergies between research and/or scholarship, teaching and knowledge exchange through the Centre for Policing Research and Learning;
- contribute to the development of part-time tutors around the UK and the support of students;
- conduct research and/or scholarship which will contribute to the programme of work and enhance the profile of the Centre for Policing Research and Learning specifically and the Faculty and the Department more widely;
- be responsive to multimedia developments within the OU;
- play a full part in the academic life of the Faculty of Business and Law, which is located on The Open University’s Walton Hall campus in Milton Keynes; and
- serve as requested on Business School, Faculty and OU committees.

3. Person specification

<table>
<thead>
<tr>
<th>Education, qualifications and training</th>
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<tbody>
<tr>
<td><strong>Essential:</strong></td>
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<tr>
<td>• Good academic qualifications in a Policing relevant area or a closely related area (e.g. Social Science, Law, Psychology, Management/Organisation Studies).</td>
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<tr>
<td>• A doctorate in a policing relevant field, in a related area (candidates close to gaining a doctorate or with equivalent research expertise are encouraged) or equivalent professional experience.</td>
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<tr>
<td><strong>Desirable:</strong></td>
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<tr>
<td>• Fellowship of the Higher Education Academy or PG CERT.</td>
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<table>
<thead>
<tr>
<th>Knowledge, work and other relevant experience</th>
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<tr>
<td><strong>Essential:</strong></td>
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<tr>
<td>• Clear evidence of the capability to structure and write teaching materials in an accurate and accessible manner.</td>
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<tr>
<td>• Experience of teaching HE students either online or face-to-face.</td>
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<tr>
<td>• An understanding of the policy and practice context of UK policing organisations.</td>
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<tr>
<td>• An ability and willingness to contribute to research and/or scholarship in the Centre and the faculty.</td>
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<tr>
<td>• Experience of working in and with organisations in the private or public sector, ideally</td>
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policing or relevant public service organisations.

- A commitment to conducting high quality research and/or scholarship, evidenced by current and/or planned projects and research outputs.

### Desirable:

- Practical experience of designing and/or delivering policing related learning.
- A research record appropriate to the candidate’s stage in their career, evidenced by publications of REF-able standard.
- Experience in online distance education.
- Experience of academic module design and development.
- Experience of teaching in a multi-cultural setting.
- Evidence of innovative approaches to pedagogy.
- Experience of developing successful modules for HE qualifications.
- An interest and some expertise in on-line teaching and virtual learning environments.

### Personal abilities and qualities

#### Essential:

- Experience of using ICT and Virtual Learning Environments in teaching and learning.
- Flexibility, resilience and a team player and able to work 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.
- Contributing to the general academic and professional life of the Centre, Faculty, University and wider academic community, including committee and representational roles if appropriate.
- The ability to work to tight deadlines.

#### Desirable:

- Evidence of taking a leadership role at a module level.
- Evidence of working as a distance learning tutor.

### Additional requirements/Special circumstances

#### Essential:

- A commitment to, and understanding of, equal opportunities.
- A commitment to distance learning and the need for supporting students from a wide range of backgrounds.
- Ability to travel throughout the UK and Internationally.
- Willingness to work occasional evenings and weekends.

### 4. Role specific requirements e.g. Shift working

None

### 5. About the unit/department
The Open University’s mission is to be open to people, places, methods and ideas. We promote educational opportunity and social justice by providing high-quality university education to all who wish to realise their ambitions and fulfil their potential.

The Centre for Policing Research and Learning (CPRL)—led by Academic Director Professor Jean Hartley, aims to improve policing through a wide range of courses and qualifications, and problem-solving research. The Centre is lead from the Business School but has engagement with academics across all faculties and institutes of the University. More than 50 academics are engaged in teaching, research or knowledge exchange with the Centre. It has a strong reputation within the University, nationally and internationally and with police services. The Centre has an ambitious, innovative and wide-ranging programme of activities involving research, education and knowledge exchange. We engage closely with a growing number of police agencies, and academics across a range of disciplines. The Centre has widened and deepened the collaborative approach which is central to the Centre design, activities and outputs and we have coined the phrase “research into practice, practice into research”. The Centre’s Visiting Fellows include Dr Steven Chase, Head of People at Thames Valley Police, and Dr Ian Hesketh, Senior Policy Advisor at the College of Policing.

The Centre has steady streams of research and educational income, both from police agencies, from the OU itself, and from external grants. The Centre has been successfully awarded a £1.36M grant from the Home Office/HEFCE from the Police Knowledge Fund for 2015-17; £1M on citizen forensics, and £1.1M from the London Mayor’s Office for Policing and Crime to enhance policing learning and development provision across all police forces in England and Wales. We currently have several research applications in submission and a diverse range of educational and knowledge exchange activity underway.

The programme of work includes:

A wide range of educational courses and qualifications from bite-sized informal learning which is free and available anywhere and anytime, through to part-time PhD study – and lots in between. These can provide police officers and staff with formal qualifications and/or with continuing professional development. Accredited qualifications include policing-relevant degrees and a Postgraduate Certificate in Evidence-Based Practice. We are currently developing programmes related to the Police Education Qualifications Framework (PEQF).

The Centre, through all its membership, decides on the key research projects to pursue, ensuring that they are of strategic importance to the police. The three overall research themes for the Centre are currently:

1. Detecting and investigating crime (e.g. visual identification; cybercrime).
2. Technology, data and knowledge management (e.g. simulation training and evaluation; use of social media by police).
3. Leadership, management and organization (e.g. demand management; leadership to create public value; ethics in policing).

Further information about the Centre for Policing Research and Learning can be found at: http://centre-for-policing.open.ac.uk/#the-centre-for-policing-research-and-learning.

The Department for Public Leadership and Social Enterprise (PuLSE)

The Department of Public Leadership and Social Enterprise (PuLSE) is a thriving, inter-disciplinary department, committed to generating public and social value through the impact of teaching, research, policy and practice in the areas of:

- Public and Voluntary Sector Leadership and Management
• Social enterprise and entrepreneurship
• Inter-organisational collaboration and collaborative governance
• Business ethics, corporate social responsibility and sustainability

We aim to combine a critical understanding of public and voluntary services, including leadership and management with practical relevance and close collaboration with practitioners. Our reputation and success is manifested in our contribution to the work of three research centres in the Faculty: http://business-school.open.ac.uk/academic-departments/public-leadership-and-social-enterprise

Faculty of Business and Law
The Faculty of Business and Law is one of the four faculties of The Open University. It brings together two Schools – The Open University Business School and The Open University Law School – and has a vibrant and supportive research culture and a strong reputation as a high-quality and innovative provider of management and legal education. We support staff to conduct internationally excellent and impactful research through dedicated research time, a collegial and supportive research culture, including four established inter-disciplinary research centres, seedcorn funding for research projects and an excellent research support infrastructure. Our research has impact in diverse areas of public life, such as public policy and management, policing, the voluntary sector, the public understanding of finance, or social marketing.

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 Dr Matthew Jones (Teaching Director – Policing) by email Matthew.Jones@open.ac.uk

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

7. The application process and where to send completed applications

How to Apply: Complete the short 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:

Please ensure that your application reaches the University by:

Your completed application should be returned electronically to fbl-recruitment@open.ac.uk

Midday on 7th September 2018

Applications received after the closing date will not be accepted.

8. Selection process and date of interview

The interviews will take place on:

Interviews are planned for late September 2018 at Milton Keynes but this date may be changed if operationally required.

The selection process for this post will include

Presentation.

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.