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>13779</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job title:</td>
<td>Lecturer in Psychology</td>
</tr>
<tr>
<td>Reports to:</td>
<td>Head of School of Psychology</td>
</tr>
<tr>
<td>Salary:</td>
<td>£36,001 to £46,924 per annum, according to qualifications and experience</td>
</tr>
<tr>
<td>Terms and conditions:</td>
<td>Academic Staff</td>
</tr>
<tr>
<td>Grade:</td>
<td>Academic Grades AC2/AC3</td>
</tr>
<tr>
<td>Duration of post:</td>
<td>Temporary contract until 31 August 2020</td>
</tr>
<tr>
<td>Working hours:</td>
<td>37 hours per week</td>
</tr>
<tr>
<td>Location:</td>
<td>Walton Hall, Milton Keynes</td>
</tr>
<tr>
<td>Closing date:</td>
<td>12:00 midnight Thursday 27 July 2017</td>
</tr>
<tr>
<td>Type of application form accepted:</td>
<td>Long Version</td>
</tr>
<tr>
<td>Number of referees required:</td>
<td>Three</td>
</tr>
<tr>
<td>Unit recruitment contact:</td>
<td>The Assistant (Staffing) <a href="mailto:FASS-Recruitment@open.ac.uk">FASS-Recruitment@open.ac.uk</a></td>
</tr>
</tbody>
</table>
2. Summary of duties

Main purpose of the role:
We are looking to appoint a Lecturer in Psychology who will contribute to the undergraduate and postgraduate teaching of the School of Psychology, supporting and leading teams responsible for the production, presentation, assessment and quality assurance of our modules and qualifications. The successful candidate will also contribute, particularly in terms of research, to The Open University’s Centre for Policing Research and Learning (CPRL), which is jointly hosted by the Faculty of Business and Law (FBL) and the Faculty of Arts and Social Sciences (FASS).

Applications are sought from candidates with knowledge of and expertise relevant to policing and that will be complementary to the existing strengths of both School and Centre. These include forensic and applied psychology, particularly eyewitness memory and identification, and interviewing witnesses and suspects.

You will have research expertise in psychology that is relevant to contemporary policing and you will have an existing track record of publication and involvement in external funding. You will be skilled in communicating and engaging effectively with practitioner and academic communities and have proven experience of external engagement.

The Open University differentiates itself though a distinctive practice-based pedagogy, placing the student’s experience at the heart of learning. Our learning materials exploit a wide variety of media – including print, web, audio-visual and face-to-face.

Main Responsibilities:
The successful candidate will be required to:

- Contribute to the development and presentation of curriculum at undergraduate and postgraduate levels.
- Contribute to the creation and maintenance of innovative learning materials, including on open-access and practitioner-oriented online platforms.
- Undertake research and publication relevant to the School and Centre, which is compatible with Faculty and University research, scholarship and enterprise strategies.
- Be alert to synergies between teaching, research and knowledge exchange relevant to policing.
- Contribute to quality assurance, including monitoring the quality of tuition, assessment and online student support.
- Play a full part in the academic life of the Centre, School and Faculty, which are located on The Open University’s Walton Hall campus in Milton Keynes.

The post is based at Walton Hall in Milton Keynes.

3. Person specification

<table>
<thead>
<tr>
<th>Education, qualifications and training</th>
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<tr>
<td>Essential:</td>
</tr>
<tr>
<td>Desirable:</td>
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</table>
### Knowledge, work and other relevant experience

**Essential:**
- Experience of teaching and learning in psychology.
- An established, or growing, research record evidenced by publications in high impact journals.
- Enthusiasm for on-line teaching and virtual learning environments.
- Evidence of innovative approaches to pedagogy demonstrated through teaching experience in HE.
- Contributing to the enhancement of the quality of tuition, assessment and online student support.
- A good grasp of current national and international developments in HE education.
- Ability to work within, and develop, research networks that include practitioners.

**Desirable:**
- Experience of conducting collaborative research with policing professionals.
- Experience in online distance education.

### Personal abilities and qualities

**Essential:**
- An ability to use computer mediated information and knowledge management systems, and familiarity with use of relevant professional software.
- 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.
- Understanding of the principles and practice of educational design and module development.
- 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.
- Ability to network effectively within and across institutions sharing, for example, good practice in teaching and learning scholarship.

**Desirable:**
- Understanding of partnership working between higher education and practitioners and/or public services.
- Experience of using ICT and VLE in teaching and learning.
- Evidence of taking a leadership role in teaching.

### Additional requirements/Special circumstances
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 17 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 FBL and FASS for the 5 years 2017-2022. The Centre is working to a 5-year programme of work, agreed between the Faculty of Business and Law and the Faculty of Arts and Social Sciences, and the Centre Governance 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 Consortium is Dr Steven Chase, Director of People at Thames Valley Police. The Executive Director of the Centre is Professor Jean Hartley of FBL. The police forces and organizations involved in the Centre partnership are: Bedfordshire Police, British Transport Police, Cambridge Constabulary, Dorset Police, Gloucestershire Constabulary, Greater Manchester Police, Gwent Police, Hertfordshire Police, Hampshire Constabulary, Humberside Police, Lancashire Constabulary, Merseyside Police, Metropolitan Police Service, National Crime Agency, North Yorkshire Police, Police Service of Northern Ireland, Thames Valley 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/

The last Annual Report (2015-16) can also be found on the website, which gives detailed information about the education, research and knowledge exchange over the last year.

The Faculty of Arts and Social Sciences (FASS)

The Faculty is the largest and most diverse at The Open University, with some 50,000 students studying our modules with excellent completion rates and consistently outstanding student satisfaction ratings. Noted for the strength of our interdisciplinary approaches, our scholars of international standing teach and research a
very wide range of topics and themes in specific subject areas, recognized as world class or internationally excellent in the latest Research Excellence Framework (REF) in 2014, and having a direct and profound influence on our undergraduate and postgraduate teaching.

The Faculty is organised into four Schools:

- School of Psychology
- School of Politics, Philosophy, Economics, Development, Geography
- School of History, Religious Studies, Sociology, Social Policy & Criminology
- School of Art History, Classical Studies, English & Creative Writing, Music

Students are supported by three Student Support Teams. These teams offer specialist study support to students undertaking our qualifications across the University. Members of academic staff, including regional academics, form part of these teams in sustaining and improving student progression and retention.

The Faculty works closely with important organisations and institutions in the UK and other parts of the world in a range of validated partnerships and collaborations. Engaged in world-class, agenda setting research tackling the most difficult challenges facing us in the 21st Century, with work in numerous subject-based and interdisciplinary research groups and projects.

With c.1800 members of staff comprising academics, associate lecturers, support staff and full-time research students working across the locations of the University, combining originality and innovation in research and curriculum, the Faculty of Arts and Social Sciences is a vibrant and exciting place to study and work.

To find out more about the Faculty’s teaching, learning and research, please visit: [http://fass.open.ac.uk/](http://fass.open.ac.uk/)

**The School of Psychology**

The School of Psychology is Europe’s largest provider of university-level education in Psychology, offering undergraduate and research qualifications, and with taught postgraduate qualifications currently in development. The school has a vigorous research culture with strengths in psycho-social perspectives, counselling and forensic psychology. Our general orientation is specifically multi-perspectival and interdisciplinary and this is reflected in both our teaching and research - our students are not only versed in methodological skills, but also understand fundamental conceptual and philosophical issues in psychology, and the different ways in which psychological knowledge can be constructed and applied.

Members of the School work in close collaboration with psychologists in other Faculties including the Faculty of Wellbeing, Education and Language Studies (WELS), the Faculty of Business and Law (FBL) and the Faculty of Science, Technology, Engineering and Mathematics (STEM) in research, teaching and curriculum provision.

**Psychology Staff and their Research interests**

**Central staff (i.e. based at Walton Hall)**

Dr Eleni Andreouli  

*Lecturer*: Dynamics of identity construction (particularly ethnic, national and cultural identities); intercultural relations and integration in multicultural societies; participation and citizenship (national and transnational, e.g. European).

Dr Meg John Barker  

*Senior Lecturer*: Sexualities and relationships, particularly bisexual, SM and non-monogamous sexual communities. Existential and mindfulness psychotherapy. Visual research methods.

Dr Nicola Brace  

*Senior Lecturer*: Developmental and theoretical aspects of face processing,
<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Research Interests</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr Gemma Briggs</td>
<td>Lecturer:</td>
<td>Attention, perception and dual-tasking abilities. The role of expectations in perception.</td>
</tr>
<tr>
<td>Dr Jovan Byford</td>
<td>Senior Lecturer:</td>
<td>Relationship between social psychology and history; social psychological exploration of historical issues and historical material; social remembering and forgetting; antisemitism; cross-cultural analysis of conspiracy theories.</td>
</tr>
<tr>
<td>Dr Rose Capdevila</td>
<td>Director of Research and Senior Lecturer:</td>
<td>The construction and transgression of discursive boundaries around identities (particularly gender and political identities), political psychology, qualitative approaches and the politics of methodology.</td>
</tr>
<tr>
<td>Dr Sarah Crafter</td>
<td>Senior Lecturer:</td>
<td>Sociocultural and critical psychological perspectives on the everyday practices of children, young people and families; migration, identities, transitions and diversity; child language brokering, unaccompanied/separated minors, children’s work and care practices, qualitative approaches.</td>
</tr>
<tr>
<td>Prof John Dixon</td>
<td>Professor of Social Psychology:</td>
<td>Prejudice, conflict and racism; intergroup contract and desegregation; everyday understandings of socio-political change (notably in Northern Ireland and South Africa); the relationship between place and identity; spatial boundaries and intergroup relations.</td>
</tr>
<tr>
<td>Dr Alison Green</td>
<td>Senior Lecturer:</td>
<td>Theoretical and applied research on thinking, problem solving and skill acquisition, including practice learning. Applications for verbal protocol analysis. Cognitive psychometrics. The OU Psychology Virtual Participant Panel.</td>
</tr>
<tr>
<td>Dr Virginia Harrison</td>
<td>Senior Lecturer:</td>
<td>Applied and theoretical aspects of face perception and recognition, including the development of expertise, the role of motivation and attention, and in-group/out-group effects.</td>
</tr>
<tr>
<td>Dr Catriona Havard</td>
<td>Senior Lecturer:</td>
<td>Applied and theoretical aspects of face perception and recognition, including eyewitness identification and biases in recognition.</td>
</tr>
<tr>
<td>Dr Claire Hewson</td>
<td>Senior Lecturer:</td>
<td>Folk psychology, lay theories and beliefs, internet research methods, e-learning.</td>
</tr>
<tr>
<td>Dr David Jones</td>
<td>Senior Lecturer:</td>
<td>Psychosocial perspectives in understanding criminal behaviour, in particular the borderline between mental health and offending. The significance of historical and psychosocial thinking to understanding contemporary issues.</td>
</tr>
<tr>
<td>Dr Helen Kaye</td>
<td>Senior Lecturer:</td>
<td>Cognitive learning theory, contextual effects in Pavlovian conditioning, spatial learning.</td>
</tr>
<tr>
<td>Dr David Kaposi</td>
<td>Lecturer:</td>
<td>Violence and identity, critical discursive, psychodynamic and psychosocial psychology, qualitative research practice.</td>
</tr>
<tr>
<td>Professor Darren Langridge</td>
<td>Professor of Psychology and Sexuality:</td>
<td>Construction of sexualities and masculinities, phenomenological/narrative psychology and existential-phenomenological psychotherapy.</td>
</tr>
<tr>
<td>Dr Lisa Lazard</td>
<td>Lecturer:</td>
<td>Gendered/sexualised identities and how they become enmeshed</td>
</tr>
</tbody>
</table>
relations of power; constructions of sexual violence, particularly sexual harassment and parenting.

**Dr Jean McAvoy**  
*Director of Teaching and Senior Lecturer*: Discourse analysis, subjectivities, moral orders, and the management of trouble and dilemma.

**Dr Kesi Mahendran**  

**Dr Hayley Ness**  
*Senior Lecturer*: Applied cognitive psychology: perception of and memory for faces, particularly in eyewitness settings; facial composite construction; issues concerning visual evidence and juror decision-making.

**Dr Naomi Moller**  
*Senior Lecturer*: Process and outcome in psychotherapy and counselling; research methods in counselling and psychotherapy; issues around working with diverse populations in therapy.

**Dr Johanna Motzkau**  
*Senior Lecturer*: Discursive psychology, methodology, theoretical psychology (process philosophy, Deleuze, Stengers), suggestibility, memory, childhood, sexual abuse, child witnessing, psychology and law (international perspectives on evidence/expertise).

**Dr Volker Patent**  
*Lecturer*: Innovation in e-learning, emotions and learning, support of learning, formative and developmental assessment, graduate employability and skills, organisational trust and HR, assessment centre evaluation.

**Prof Graham Pike**  
*Professor of Forensic Cognition*: Applied cognition and forensic psychology, particularly face perception and eye-witness identification.

**Prof Paul Stenner**  

**Dr Ailsa Strathie**  
*Lecturer*: Theoretical and applied issues in facial recognition/verification, particularly CCTV identification, facial image comparison, eyewitness identification, within-person variability, and effects of familiarity; lay perception and understanding of expert evidence, crime and policing in the internet age; synaesthesia

**Dr Stephanie Taylor**  
*Senior Lecturer*: Narrative-discursive practices of identification and subjectification, including around creative identities and place-related identities.

**Dr Jim Turner**  
*Lecturer*: Face perception and memory; eyewitness identification and evidence; facial composite construction in police settings.

**Dr Andreas Vossler**  
*Senior Lecturer*. Counselling psychology, particularly systemic therapy.

**Dr Zoe Walkington**  
*Senior Lecturer*. Investigative interviewing of police suspects, witness interpretations of criminal incidents and the use of narrative in increasing empathic responding towards offenders.
Staff tutors

Dr Troy Cooper  
*Head of School and Senior Lecturer:* Social psychology of illness, especially eating disorders and addiction.

Dr Anastasia Economou  
*Lecturer:* Anxiety, depression, eating disorders, counselling adults with disabilities, Psychodynamic counselling, cross-cultural counselling, online counselling, mindfulness based therapy, conservation psychology.

Gillian Ferrier  
*Lecturer:* Cognitive psychology, particularly mental representation and the functional geometry of spatial prepositions.

Karen Hagan  
*Senior Lecturer:* Autism. Construction of personal identity using techniques such as PECs (picture exchange communication system).

Dr Caroline Kelly  
*Director of Student Support and Senior Lecturer:* Social identity, intergroup relations and participation in collective action; pedagogy of online learning.

Dr Madeleine Knightley  
*Lecturer:* Adult learners' personal identity; Adult students’ experiences of learning using new technologies.

Dr Marianna Latif  
*Lecturer:* Parenting styles in Eastern European immigrant communities, effects of the host culture and links to the risk factors for juvenile offending in these communities.

Dr Rachel Penny  
*Lecturer:* Identity development including nationality and the effect of transition on identity; learning experience of part-time and distance learners

Dr Bianca Raabe  
*Lecturer:* Young people, identity and the study of citizenship, role of counselling in the workplace.

Dr Katy Smith  
*Lecturer:* Student engagement in e-learning, Action research and action learning, cultural and behavioural issues in complex supply chains

Dr Mark Smith  
*Lecturer:* Syntax; the unity of the proposition; language and thought.

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 FASS-Recruitment@open.ac.uk
7. The application process and where to send completed applications

Please ensure that your application reaches the University by: 12:00 midnight Thursday 27 July 2017

Your Application should include

- A completed application Form (long version)
- A curriculum vitae that includes details of academic qualifications, teaching, management and research experience, grants received and publications.
- A cover letter indicating why you are interested in this post and how you believe your knowledge experience and skills meet the Person Specification for this position, (no longer than 2 sides of A4).

Post it to: See below

Name/Job title: The Assistant (Staffing)

Department/Unit: Faculty of Arts and Social Sciences

Address: Room 140, Briggs Building, The Open University, Walton Hall, Milton Keynes

Post Code: MK7 6AA

Or e-mail your application to: FASS-Recruitment@open.ac.uk

8. Selection process and date of interview

The interview panel will be chaired by: Troy Cooper, Head of School - Psychology

The other members of the interview panel will be: Further panel members will be advised to candidates successful to interview.

The interviews will take place on: Interviews are planned for mid/late September 2017 at Milton Keynes but this date may be changed if operationally required. Please also note that occasionally there may be a need for second interview.

The selection process for this post will include Candidates, successful for interview and in addition to a formal interview, will be asked to present to members of the Centre for Policing Research and Learning and the School of Psychology.
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.