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>14026 and 13498</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job title:</td>
<td>Senior Lecturer/Lecturer in Policing Organisation and Practice</td>
</tr>
<tr>
<td>Reports to:</td>
<td>Head of Department for Public Leadership and Social Enterprise</td>
</tr>
<tr>
<td>Salary:</td>
<td>£39,992 to £56,950</td>
</tr>
<tr>
<td>Terms and conditions:</td>
<td>Academic</td>
</tr>
<tr>
<td>Grade:</td>
<td>AC3/4</td>
</tr>
<tr>
<td>Duration of post:</td>
<td>Fixed term to 31 July 2020</td>
</tr>
<tr>
<td>Working hours:</td>
<td>Full time</td>
</tr>
<tr>
<td>Location:</td>
<td>The successful candidate will be based at the Open University campus in Milton Keynes, UK</td>
</tr>
<tr>
<td>Closing date:</td>
<td>Midday on 20 October 2017</td>
</tr>
<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>
</tr>
</tbody>
</table>
2. Summary of duties

As part of ongoing institutional investment into Policing Research, Learning and Education at the OU we are recruiting a new Lecturer in Policing Organisation and Practice.

In the first instance, the appointee would be expected to contribute specifically to teaching on the Undergraduate Apprenticeship Degree in Policing Practice currently being planned for development in consultation with the College of Policing. Candidates should have a research track record and the motivation to maintain a continuing research contribution in the research areas of the Centre for Policing Research and Learning, which is located within the Department of Public Leadership and Enterprise within the Open University Business School. The appointee will also be expected to contribute to the activities of the department more widely.

More specifically you will have, or be ready to develop, expertise that can contribute to teaching on topics such as Criminal Justice; Security and Intelligence; Community and Neighbourhood Policing; Criminal Investigation; Policing Ethics; among others. Where appropriate you will be working with policing practitioners in the production of teaching materials on specialist topics as diverse as professional standards, roads policing ad victim support.

You will have excellent communication and inter-personal 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 have projects or plans which are relevant to aspects of policing.

The successful candidate will be required to:

- contribute to the undergraduate apprenticeship degree in policing practice, working on the development and presentation of one or more modules;
- conduct research which will contribute to the programme of work and enhance the research profile of the Centre for Policing Research and Learning specifically and the Faculty and the Department more widely;
- contribute to the development of tutors and the support of students;
- create synergies between research, teaching and knowledge exchange through the Centre for Policing Research and Learning;
- be responsive to multimedia developments within the OU;
- play a full part in the academic life of the Business School, 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.
- teach or direct at face-to-face residential schools or their online equivalents, or other forms of direct student contact, for at least ten days per year.

3. Person specification
### Education, qualifications and training

**Essential:**
- Good academic qualifications in a policing relevant area or a closely related social science.
- A doctorate in a policing relevant field or in a related social science (in exceptional cases candidates close to gaining a doctorate or with equivalent research expertise may be considered)

**Desirable:**
- Fellowship of the Higher Education Academy or PG CERT.

### Knowledge, work and other relevant experience

**Essential:**
- A research record appropriate to the position, evidenced by peer reviewed publications and conference contributions
- A commitment to conducting high quality research, evidenced by current projects, a pipeline of relevant research outputs, and/or evidence of applying for external funding
- Clear evidence of the capability to structure and write teaching materials in an accurate and accessible manner.
- Demonstrable commitment to sharing knowledge with practitioners and/or the public
- Contributing to the enhancement of the quality of tuition, assessment and online student support.
- Ability and willingness to work in non-standard ways and developing innovative ways of working, including an interest in online teaching and virtual learning environments
- A thorough grasp of current national and international developments in HE and business and management education
- An understanding of the policy context of policing

**Desirable:**
- Experience of academic module design and development.
- Experience in online distance education.
- International teaching experience
- Experience of research or teaching in policing, public service, or a related field
- Evidence of innovative approaches to pedagogy demonstrated through teaching experience in HE in policing relevant areas or a closely related social science
- Experience of distance learning as a student or teacher

### Personal abilities and qualities

**Essential:**
- Computer literacy and ICT competence.
- 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
- Contributing to the general academic and professional life of the Faculty, University and wider academic community, including committee and representational roles if appropriate.
- The ability to work to tight deadlines.
Desirable:
- Experience of using ICT and VLE in teaching and learning
- Evidence of taking a leadership role in teaching
- 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

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 strong reputation as a high-quality and innovative provider of management and legal education. Our courses and qualifications are studied by a wide range of people from all backgrounds – we are proud to promote opportunity and social justice by making higher education open to those unable to attend a more traditional campus-based university.

Student satisfaction is a high priority and we are determined to deliver the best outcomes for everyone studying with us. Our students return some of the highest satisfaction scores in the National Student Survey – they have ever since the NSS began.

Around 35,000 students are currently enrolled on our business, management and law programmes; about a quarter of them are based outside the UK in 80 countries. The majority of our students are employed and study part-time with us.

The Faculty employs around 130 academic staff, two thirds of whom are based at The Open University’s Milton Keynes campus and one third in the OU’s regional offices, aligned to the Faculty’s three Student Support Teams. The regional academics manage the Faculty’s 700 Associate Lecturers. Around 80 academic-related and administrative members of staff support the Faculty.

We are committed to developing our staff to achieve their full potential and offer a range of formal and informal training and development opportunities to support individual and Faculty objectives.

The Department for Public Leadership and Social Enterprise
The Department of Public Leadership and Social Enterprise (PuLSE) is committed to generating public and social value through the impact of research, policy and practice in the areas of:
• collaborative and co-operative socio-economic governance
• leadership and management of public and voluntary sector organisations
• social and sustainable enterprise
• ethical professional practice.

We aim to combine a critical understanding of 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:

Centre for Policing Research and Learning – aims to improve policing through a wide range of courses and qualifications, and problem-solving research

Citizenship and Governance – focuses on global issues like migration, and on the private sphere where people’s intimate lives are increasingly scrutinized and open to public policy and corporate intervention

Centre for Voluntary Sector Leadership (CVSL) – provides voluntary sector organisations with access to free leadership development modules and research-led insight.

Research focus

In the Department of Public Leadership and Social Enterprise, much of our research concerns organizing in the public and voluntary sectors, along with innovative forms of organisation and financing – such as social enterprises, mutual and social investment, and commissioning – which offer new ways of tackling social, economic and environmental problems (and in turn, trigger the need for new sorts of knowledge and skills in public, private and third sector organisations). We carry out rigorous and relevant research designed to understand and address these emerging challenges. The Centre for Policing Research and Learning is committed to collaborative working with police organizations to produce and use research evidence to support evidence-based practice in policing. Much of the work is relevant more broadly to other public services and beyond (e.g. leadership, governance, demand management, ethics).

Academic Publications

Full details of our research publications can be found on Open Research Online, via our staff pages and on the Centre for Policing Research and Learning website.

Teaching

The department contributes to curriculum design and teaching across the Open University Business School’s undergraduate, postgraduate and executive education programmes, to joint programmes with other Open University faculties, and to collaborative projects with other higher education providers in the UK and internationally.

The Department’s interdisciplinary and cross-sectoral perspective on leading, managing and organising is also reflected the work of our postgraduate research students. The Business School has a strong community of research students on its full-time MRes and PhD programmes. We welcome applications from suitably-qualified students wishing to pursue research on PuLSE related topics.

Further information on the Department for Public Leadership and Social Enterprise can be found at http://business-school.open.ac.uk/academic-departments/public-leadership-and-social-enterprise

The Open University's Centre for Policing Research and Learning

The Centre for Policing Research and Learning has an ambitious, innovative and wide-ranging programme of activities involving research, education and knowledge exchange.

The Centre exists to create and use knowledge through both research and education to improve policing. In this way, the
Centre contributes to the work of police forces and the College of Policing as they adapt to a changing policing landscape, with its greater emphasis on evidence-based practice. The Centre works closely with 18 police UK police agencies (territorial forces and specialist agencies) in creating and using knowledge through education, research and knowledge exchange projects and with 49 academics from across all faculties and institutes of the Open University, led by the Business School. The Centre’s Governance Board includes academics, police officers and staff, international academics and other public service practitioners.

The programme of work includes:

Research topics as varied as ethics, police leadership, creating public value, demand management and organizational learning in the Business School and cybercrime, forensics markets, citizens use of technology, police use of social media, witness identification, gaming tools to improve interviewing of children, across the University.

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.

An innovative range of knowledge exchange activities help to translate research knowledge into practice on the front-line and across the police organisation, including evidence cafés, peer learning visits, conferences, and the secondment of police officers and staff into ongoing research projects.

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

Further information about The Open University Business School can be found at: http://www.open.ac.uk/business-school/

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 Anja Schaefer by email anja.schaefer@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

<table>
<thead>
<tr>
<th>How to Apply:</th>
<th>Complete the short application form</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>The application form has been designed to give the information needed at this initial stage.</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>e-mail your application to:</th>
<th>Your completed application should be returned electronically to <a href="mailto:fbl-recruitment@open.ac.uk">fbl-recruitment@open.ac.uk</a></th>
</tr>
</thead>
<tbody>
<tr>
<td>Please ensure that your application reaches the University by:</td>
<td><strong>Midday on 20 October 2017</strong></td>
</tr>
<tr>
<td></td>
<td>Applications received after the closing date will not be accepted.</td>
</tr>
</tbody>
</table>

### 8. Selection process and date of interview

<table>
<thead>
<tr>
<th>The interviews will take place on:</th>
<th>Interviews are planned for <strong>week commencing 6 November 2017</strong> at Milton Keynes but this date may be changed if operationally required. Please also note that occasionally there may be a need for second</th>
</tr>
</thead>
<tbody>
<tr>
<td>The selection process for this post will include</td>
<td><strong>Presentation.</strong></td>
</tr>
</tbody>
</table>

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.