Title: Lecturer in Police Studies

Grade: 7

Salary: £33,797 - £40,323 per annum (pro rata if applicable)

Hours: Full and Part time hours available

Contract length: Permanent

Location: School of Justice Studies, Mount Pleasant, Liverpool

Reporting to: Programme Leader, Policing Studies

Role Summary: The post requires delivery on the wide suite of policing programmes including the Degree Apprenticeship (based in Mather Avenue) and the Pre-Join degree offered by Liverpool Centre for Advanced Policing Studies. The appointed person will be expected to contribute to the development of policing studies as an academic subject area both internally and externally taking account of the critical, reflective nature of the programme within a professional context. The appointed person will be expected to have or be committed to obtaining an appropriate teaching qualification. The programme utilises Information Technologies and Social Media to support study and the role holder will be expected to develop skills in these areas.

The post would suit a practitioner who has significant experience and expertise in:

- Policing
- Crime Scene Forensics
Duties: Teaching and assessment at undergraduate level. Contribute to the programme ethos of linking research evidence in the field with teaching.

Core Academic Teaching Responsibilities:

To ensure an excellent student learning experience through:

- Planning and teaching courses in line with LJMU’s Learning Teaching and Assessment strategy, Academic Framework and quality requirements
- Teaching / assessing at all levels and evaluating teaching and learning practice
- Contributing to programme / module development and curriculum review
- Working with colleagues to support a strong academic programme identity
- Producing teaching materials informed by current evidence base and policy and practice developments that motivate and inspire student learning
- Making appropriate use of technology to support learning and teaching, e.g. LJMU’s VLE
- Supervising and providing support and guidance for student learning activities, such as work-based learning and research activities and, where appropriate, placements
- Marking / assessing assignments and examinations and providing timely and constructive feedback to students
- Responding to student feedback and taking action on this
- Providing academic support and guidance for students
- Participating in ongoing professional development and evaluation of practice relating to learning, teaching and assessment in line with qualifications and experience, changes in subject / discipline, pedagogic development and innovation in learning technology. This includes participating in the improvement of teaching through the University’s observation and peer review schemes.
- Appropriate professional development support for teaching and learning matched to individual’s qualifications and experience will be provided by LJMU

Core Practice Responsibilities:

To contribute to the delivery of teaching which explicitly focuses on developing students’ understanding of policy developments and their development as reflexive practitioners. To make an active contribution to the transfer of knowledge between the academic and practice communities to the benefit of students.

The main objectives for the post will be:

- To provide specialist programme input on policy and practice developments within Policing
- In doing so the post holder will actively promote the use of evidence to inform policy and practice development encouraging students to think critically and reflexively about their own practice and the policy context of 21st century policing
- Through appropriate engagement with external stakeholders ensure that teaching is informed by key developments in policy and practice in the field of Policing / Community Safety.
• To develop students as reflexive practitioners who understand the importance of evidence and research in informing policy and practice developments.
• To remain up to date in the use of evidence to develop policy and practice through engagement with seminars, conferences and other relevant activities to support their own continuous professional development.
• Ensure that the up to date understanding of policy and practice issues are integral to the learning experience of all students

**Post Specific Duties:**

LJMU has a well-established Under Graduate portfolio in this area and, building on this, the University is embarking on a significant expansion of its research and teaching activities in this area. This post offers an exciting opportunity for a dynamic and inspiring individual to play an important role in development of Policing Studies at LJMU.

The successful candidate will work across the University with colleagues from a range of disciplinary backgrounds, to enhance the development and delivery of an applied portfolio which explicitly addresses the linkages between theory, research and policy and practice.

The portfolio is situated in the professional field and examines policing from a reflexive and critical perspective. Our aim is to further enhance the quality of teaching through the appointment of a dynamic, creative and experienced policing practitioner / individual for this post. As a member of the Policing Studies team, you will have the ability to design, coordinate and administer modules at undergraduate levels especially those aimed at students also training to be police officers. You will contribute to the development of the portfolio and have a commitment to professional standards through continuous professional development and evaluation of practice.

The appointee will be allocated other academic duties, commensurate with the grade, as deemed necessary by the Director.

Commitment to LJMU’s values and regulations, including equal opportunities policy, the AUA (Association of University Administrators) Statement of Values and AUA CPD Framework.

Liverpool John Moores University recognises and is aware of its Social, Economic and Environmental responsibilities, the post holder is required to minimise environmental impact in the performance of the role and actively contribute to the delivery of LJMU’s Environment and Sustainability Policy.

The post-holder’s mandatory Health and Safety responsibilities, which have been agreed by the University’s Strategic Management Team, are contained in Section 2 of the University’s Safety Management Code of Practice MCP1 Organisation for the Implementation of the Health and Safety Policy.

For some of your activity, from time to time, you may be required to contribute to externally funded projects such as research or EU projects.
Person Specification

Introduction

The person specification describes the skills, experience, knowledge and aptitude required to perform the duties of this post effectively. The criteria order listed should not be taken to imply their relative importance.

Paid and unpaid experience may both be relevant.

**ESSENTIAL**

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<thead>
<tr>
<th>Factors</th>
<th>Minimum Requirements</th>
<th>Evidence</th>
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<tbody>
<tr>
<td>1. A good first degree in Policing, Criminology or other relevant discipline</td>
<td>A first degree in Policing, Criminology or other relevant discipline or a Master’s degree</td>
<td>Application</td>
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<tr>
<td>2. Excellent written and verbal communication skills</td>
<td>Excellent written and verbal communication skills</td>
<td>Application and presentation</td>
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<tr>
<td>3. Evidence of innovative practice, at an advanced level, within Policing or Crime Scene Forensics</td>
<td>A proven track record in advanced practice</td>
<td>Application and Presentation</td>
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<td>4. Proven ability to utilise evidence, in a practice policy context, to improve effectiveness in Policing or Forensics within policing</td>
<td>Proven ability to utilise evidence to improve effectiveness in Policing</td>
<td>Application and presentation</td>
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<tr>
<td>5. Evidence of a significant contribution to the development of policing policy and practice at a local, regional, national or international level</td>
<td>Evidence of a contribution to the development of policing policy and practice at a local level</td>
<td>Application and Presentation</td>
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<td>6. Evidenced commitment to personal development as a practitioner and as an educator through engagement with continuous professional development</td>
<td>Evidence of personal development as a practitioner</td>
<td>Application and interview</td>
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<td>7. Proven track record in supporting others to develop their practice</td>
<td>Evidence of experience of developing the practice of others</td>
<td>Application and interview</td>
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<tr>
<td>8. An ability to teach at undergraduate level</td>
<td>Demonstrable experience of the delivery of teaching, training or creating good practice at a commensurate level</td>
<td>Application, interview and presentation</td>
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9. An understanding of how evidence should inform curriculum development and the development of practitioners in the field of Policing studies and/or forensic studies | An understanding of the role of evidence in improving practice | Application and presentation

6. A commitment to utilising technology to enhance learning. Ability to use ICT as to develop teaching materials | Ability to use word-processing, internet, email, databases, spreadsheets to support own workload | Application and interview

7. An ability to undertake organisational and administrative tasks appropriate to working within Higher Education | Evidence of administrative experience commensurate with the role | Application and interview

8. An ability to work both individually and as a member of a Programme team | Proven track record of successful working in a learning and development or other relevant environment. | Application and interview

9. Commitment to LJMU's values and regulations, including equal opportunities policy | An understanding of and a willingness to commit to LJMU's values and regulations, including equal opportunities policy | Application and interview

**DESIABLE**

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<tbody>
<tr>
<td>1. A Teaching and Learning qualification</td>
<td>Application</td>
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<tr>
<td>2. Professional recognition</td>
<td>Application</td>
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<tr>
<td>3. Educated to Masters level in Policing or cognate discipline</td>
<td>Application</td>
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February 2020
Benefits of working with us:

**Annual leave:** allowance of 30 days (for grade 3-7 staff) and 35 days (for grades 8 and above) plus 8 public holidays.

**Childcare:** vouchers which are exempt from tax and national insurance (up to a value of £243 per month). However, the Government closed company child care vouchers schemes to new entrants on the 04 October 2018 but eligible employees are able to participate in the government tax-free childcare arrangements.

**Pension:** access to a generous defined benefit pension scheme.

**Travel:** various interest free travel loans for annual season tickets, cycle to work scheme and reduced-rate city centre car parking.

**Flexible working:** maintain a healthy balance between work and home life with opportunities to work flexibly - including flexi time and job sharing where possible.

**Health and wellbeing:** we offer counselling and advice services, a voluntary dental plan option and free off-peak gym membership to help you keep fit.

**Professional development:** our Leadership and Development Foundation offers ILM recognised leadership and management support, mentoring, 1 to 1 coaching and a wide range of professional development courses. We take career progression seriously and encourage all staff to maintain their continuous professional development. There are opportunities to take part in accredited qualifications in Education and Training (CIEH), Leadership and Management Development (ILM), Developing Professional Practice (SEDA) and online ITQs accredited by the British Computer Society (BCS).

**Community:** there are plenty of opportunities to give back to the community through volunteering, supporting our Corporate Charities and getting involved in groups such as LJMU Together which recognises the contribution of our lesbian, gay, bisexual, and transgender staff and students, Disability Equality Group and Culturally Diverse Group. There is also an opportunity to give to charities through the Payroll Giving scheme.

**Benefits Plus:** in addition to the great benefits above, our close ties to organisations and businesses within the region and further afield means we can offer discounts for many shops, restaurants and services, free off-peak gym membership and free or discounted tickets to a range of events.