



JOB DESCRIPTION

Job Title:	Lecturer in Criminology and Professional Policing
Location:	Cardiff School of Education and Social Policy
Hours:	37 hours per week
Tenure:	2 x Fixed Term until 31 July 2026 (maternity covers)
Grade:	7A/B
Salary:	£44,263 - £49,794 per annum
Accountable to:	Dean of School

Role Summary:

The postholder will contribute to the delivery of the BSc (Hons) Criminology. The postholder, depending on staffing needs, may also be required to contribute to the delivery of the BA (Hons) Professional Policing programme or MSc Criminology and Criminal Investigations. There may also be required contribution to the School's other taught programmes. The postholder will engage in research and scholarly activities that contribute to the School's strategic priorities. They will supervise student research and placements as appropriate. Administration associated with teaching, programme management and other duties as directed by the Dean of School will be required. Engagement with the recruitment of students and provision of advice on career opportunities is expected. You will be required to engage in other activities within the school including innovation activities.

Mae'r ddogfen hon hefyd ar gael yn Gymraeg / This document is also available in Welsh.



ROLE PROFILE

Principal Duties and Responsibilities:

This role profile is indicative, not prescriptive, and the balance of duties will be in accordance with the contract of employment.

Teaching and learning support

- Design teaching material and deliver either across a range of modules or within a subject area.
- Use appropriate teaching, learning support and assessment methods.
- Supervise student projects, and/or e.g. field trips and, where appropriate, placements.
- Identify areas where current provision is in need of revision or improvement.
- Contribute to the planning, design and development of objectives and material.
- Set, mark and assess work and examinations and provide feedback to students.

Research and scholarship

- Lead research and/or innovation proposals and projects with the potential to generate income, to manage project deliverables, deliver outputs and secure impact.
- Work with university stakeholders to identify sources of research funding and lead the process of securing funds.
- Manage the delivery of individual and/or collaborative research projects to time and on budget.
- Apply knowledge acquired from research and innovation as well as scholarship to learning and teaching, and appropriate external activities. Lead the design and production of peer-reviewed publications and/or practitioner outputs, and/or disseminate research findings using other appropriate media.
- Make presentations at local, national and international academic and/or practitioner conferences or exhibit work in other appropriate events.

Communication

- Routinely communicate complex and conceptual ideas.

Liaison and networking

- Participate in and help develop internal and external networks for the benefit of Cardiff Metropolitan University in the areas of teaching and scholarship.

Managing people

- Mentor colleagues with less experience and advise on personal development.
- Depending on the area of work, you could be expected to supervise the work of others.
- Co-ordinate the work of others to ensure modules are delivered to the standards required.

Teamwork

- Act as a responsible team member, leading, where agreed, and develop productive working relationships with other members of staff.
- Collaborate with colleagues to identify and respond to students' needs.

Pastoral care

- Act as a module tutor.
- Be responsible for the pastoral care of students within a specified area.

Initiative, problem-solving and decision-making

- Identify the need for developing the content or structure of modules with colleagues and make proposals on how this should be achieved.
- Develop ideas for promoting the subject:
 - e.g. Develop ideas and find ways of disseminating and applying the result of scholarship.
 - e.g. Responsibility for the design and delivery of own modules and assessment methods.
 - e.g. Collaborate with colleagues on the implementation of assessment procedures.
 - e.g. Advise others on strategic issues such as student recruitment and marketing.
 - e.g. Contribute to the accreditation of courses and quality control processes.
 - e.g. Tackle issues affecting the quality of delivery within scope of own level of responsibility, referring more serious matters to others, as appropriate.

Planning and managing resources

- As module leader or tutor, co-ordinate with others (such as support staff or academic colleagues) to ensure student needs and expectations are met.
- Manage projects relating to own area of work and the organisation of external activities such as placements and field trips.
- Participate in developing ideas for generating income.
- Be responsible for administrative duties in areas such as admissions, timetabling, examinations, assessment of progress and student attendance.

Sensory, physical and emotional demands.

- Balance the pressures of teaching and administrative demands and competing deadlines.

Work environment

- Within the context of Cardiff Metropolitan University's Health and Safety policy, depending on area of work and level of training received, you may

be expected to conduct risk assessments and take responsibility for the health and safety of others.

Expertise

- Possess sufficient breadth or depth of specialist knowledge in the discipline to develop teaching programmes and the provision of learning support.
- Use a range of delivery techniques.

Standard Notification

These guidelines are provided to assist you in the performance of your contract. The university is a dynamic organisation, therefore changes may be required from time to time. Any changes will be made in consultation with the post-holder. The Summary of Duties and Responsibilities is not intended to be an exhaustive list of tasks performed. Other associated technical tasks are likely to be performed as directed by the line manager.

The University is committed to the highest ethical and professional standards of conduct. Therefore, all employees are expected to have due regard for the impact of their personal behaviour and conduct on the University, students, colleagues, business stakeholders and our community. Each employee must demonstrate adherence to our Code of Professional Conduct. In addition, all employees should have particular regard for their responsibilities under Cardiff Metropolitan University's Equalities, Financial, Environmental and Sustainability, People Services and Health and Safety policies and procedures.



PERSON SPECIFICATION

Job Title: Lecturer in Criminology and Professional Policing

School/Unit: Cardiff School of Education and Social Policy

*Key

A - Application form
I - Interview
T - Test

FACTORS	ESSENTIAL AND DESIRABLE CRITERIA	ASSESSED BY		
		A*	I*	T*
Education and Qualifications (Essential)	A good honours degree.	✓		
	Ability to achieve Fellow Status as part of the Higher Education Academy's Professional Recognition scheme, within a three-year period.	✓	✓	
Education and Qualifications (Desirable)	A Master's degree in Criminology or similar social science discipline (eg. Psychology, Sociology, Policing Related Subject)	✓		
	Fellow Status as part of the Higher Education Academy's Professional Recognition scheme.	✓		
	Membership of a professional body.	✓		
	An earned doctoral level qualification or equivalent professional qualification within the sector.	✓		
Knowledge (Essential)	An in-depth knowledge of criminology or other related discipline (e.g., psychology, sociology, or criminal justice, or policing).	✓	✓	✓
	Evidence of undertaking continuous professional development (CPD).	✓		
	A sound understanding of teaching and learning.	✓	✓	✓
	A sound understanding of research/innovation and scholarly activity.	✓	✓	
Knowledge (Desirable)	Knowledge of educational programmes within criminal justice agencies	✓		✓

Skills and Abilities Relating to Role (Essential)	Ability to design teaching and learning material.	✓	✓	
	Ability to employ appropriate assessment methods.	✓	✓	
	Ability to contribute to the achievement of the School Development Plan and the development of other school activities.		✓	
	Ability to undertake administrative duties in an accurate and timely fashion.	✓	✓	✓
	Ability to plan workloads and projects and manage resources effectively.	✓	✓	
	Ability to identify areas for improvement and to use initiative and problem-solving skills to improve performance.	✓	✓	
	Ability to take responsibility for a number of key areas such as module tutor, research supervision at undergraduate level.	✓	✓	✓
	Ability to communicate and disseminate complex and conceptual ideas in a variety of ways – presentations, reports, learning materials, results of scholarly activity, feedback etc.	✓	✓	
	Ability to develop productive working relationships as part of a professional team.	✓	✓	
	Ability to work collaboratively through the development of appropriate partnerships.	✓		
Skills and Abilities Relating to Role (Desirable)				
Experience Paid/Unpaid (Essential)	Experience in strategic and operational leadership, in a variety of operational positions.	✓	✓	✓
	Experience of teaching/scholarly activity or equivalent.	✓	✓	✓
	Experience of working with others in a supervisory/guiding/supporting/mentoring capacity.	✓	✓	
Experience Paid/Unpaid (Desirable)	Experience of teaching and scholarship in Higher Education.	✓		

Other Requirements (Essential)	Ability to demonstrate a commitment to Equality and Diversity, Health and Safety, Quality Standards.	✓	✓	
Other Requirements (Desirable)				
Welsh Language Skills (Desirable)	<u>Listening, Reading, Speaking, Writing</u> A1 - Beginner Can understand and use familiar everyday expressions and very basic phrases in Welsh.	✓		