## 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>14157</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job title:</td>
<td>Lecturer in Policing Practice (Police Secondment)</td>
</tr>
<tr>
<td>Reports to:</td>
<td>Teaching Director Policing &amp; Head of the Department of Public Leadership and Social Enterprise</td>
</tr>
<tr>
<td>Salary:</td>
<td>Police salary and benefits will be matched</td>
</tr>
<tr>
<td>Terms and conditions:</td>
<td>Academic /Secondment</td>
</tr>
<tr>
<td></td>
<td>Applicants must be employed by one of the 17 consortium forces making up the OU Centre for Policing Research and Learning.</td>
</tr>
<tr>
<td>Duration of post:</td>
<td>1 year fixed term [two 6 month positions will also be considered]. Please state preference within application cover letter.</td>
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<tr>
<td></td>
<td>It is anticipated that the post(s) will commence in April 2018</td>
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<tr>
<td>Working hours:</td>
<td>Full time</td>
</tr>
<tr>
<td>Location:</td>
<td>Negotiable based on location of secondee</td>
</tr>
<tr>
<td>Closing date:</td>
<td>Monday 12 February 2018 (Midday)</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>Two</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 The Open University’s continuing expansion of policing research, learning and knowledge exchange, orchestrated through the Centre for Policing Research and Learning, at the OU, we are recruiting a one year fixed term Lecturer in Police Practice (Police Secondment). We will also consider appointing two six month positions instead of a single twelve month secondment. Please make clear if you are applying for a twelve month or six month secondment in your application.

The appointee(s) will be expected to contribute mainly to the design and delivery of work-based learning modules for our Police Constable Degree Apprenticeship currently being planned in consultation with the College of Policing. You will work closely with the Teaching Director Policing and a module team to explore and develop a range of possible models of delivery; and contribute to learning design; assessment strategy and student support for apprentices working and learning within a police environment. The appointee(s) will also work on a discrete research project related to the development of Police Constable Degree Apprenticeships which will be supervised by an academic member of the Centre for Policing Research and Learning. (The focus of the project will be discussed and agreed with the applicant(s) after appointment.)

The successful applicant will have expertise in one or more of the following areas - Community and Neighbourhood Policing; Criminal Investigation; Response Policing; Policing the Roads; Information and intelligence; Digital Policing; Policing Ethics; Managing Conflict; Leadership and Team working; Vulnerability and Risk.

More specifically you will have professional expertise that can contribute to the design and writing of practice-based learning materials and assessment. You will have excellent writing, communication and inter-personal skills. You will also have experience in innovative ways of working. You will have a strong interest in evidence-based practice.

The successful candidate will be required to:

- contribute to the undergraduate Police Constable Degree Apprenticeship, working on the development and presentation of one or more modules related to work based learning;
- consult with and work collaboratively with a wide range of police organisations on behalf of The Centre for Policing Research and Education to explore innovative practice and potential models of work-based learning.
- contribute to the development of tutors working with students, and the support of students;
- be responsive to multimedia developments within the OU
- conduct a discrete piece of research under the supervision of an academic member of the Centre for Policing Research and Learning related to police education (the focus of which will be discussed and agreed with the applicant(s) after appointment)
### 3. Person specification

#### Education, qualifications and training

**Essential:**
- A higher degree (e.g. a PGCert, Masters, PhD)

**Desirable:**
- Professional qualifications related to police education and training

#### Knowledge, work and other relevant experience

**Essential:**
- An employee (i.e. officer or staff) of one of the 17 consortium forces making up the OU Centre for Policing Research and Learning.
- Experience of working in police learning and development
- Ability to structure and write teaching materials in an accurate and accessible manner.
- Evidence of clear and accessible writing ability
- Demonstrable commitment to sharing knowledge and innovative evidence-based practice
- Experience of supervision and/or mentoring
- An interest in online teaching and virtual learning environments
- A thorough grasp of current national and international developments in HE and police education.

**Desirable:**
- Experience of distance learning as a student or teacher
- Experience of assessing workplace learning

#### 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 and writing skills
- Professionalism as a colleague and proven track record of working with others as a member of a team
- The ability to work to tight deadline
- A commitment to evidence-based practice in policing
- The ability to work independently with minimum supervision

**Desirable:**
- Experience of using ICT 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.

4. Role specific requirements e.g. Shift working

None

5. About the unit/department

The Centre for Policing Research and Learning is part of the Department of Public Leadership and Social Enterprise within the Faculty of Business and Law:

The Open University’s Centre for Policing Research and Learning

The Centre for Policing Research and Learning (CPRL) 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 education, research and knowledge exchange in order to improve policing. In this way, CPRL contributes to the work of police agencies as they adapt to a changing policing landscape, with its greater emphasis on evidence-based practice. The Centre works closely with 17 UK police agencies (territorial forces and specialist agencies) 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:

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. The degree apprenticeships are under development currently.

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. educational gaming; use of social media by police).
3. Leadership, management and organization (e.g. ethics in policing; demand management; leadership to create public value).

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

The Centre academic leadership team is made up of:

• Prof Jean Hartley (Academic Director)
• Prof Graham Pike (Director of Research)
• Dr Matthew Jones (Teaching Director: Policing)
• Dr Anne Adams (Director of Knowledge Exchange)
• Dr Paul Walley (Director of Learning)

The organisations that are in the Consortium partnership with The Open University are:

• Bedfordshire Police
• British Transport Police
• Cambridgeshire Constabulary
• Dorset Police
• Essex Police
• Gloucestershire Constabulary
• Greater Manchester Police
• Gwent Police
• Hampshire Constabulary
• Hertfordshire Constabulary
• Humberside Police
• Lancashire Constabulary
• National Crime Agency
• North Yorkshire Police
• Police Service of Northern Ireland
• Thames Valley Police
• The Metropolitan Police

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.
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 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 of 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.

Further information on the Department for Public Leadership and Social Enterprise can be found at
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) at 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

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

Please state within your covering letter the length of secondment you are applying for (i.e. 6 or 12 months).

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

Please ensure that your application reaches the University by:

<table>
<thead>
<tr>
<th>Midday on 12th February 2018</th>
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<tr>
<td>Applications received after the closing date will not be accepted.</td>
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</table>

### 8. Selection process and date of interview

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<tr>
<th>The interviews will take place on:</th>
<th>Interviews will be held in February/early March in Milton Keynes.</th>
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<tr>
<td></td>
<td>Please also note that occasionally there may be a need for second interview.</td>
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</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.