

<b>Job title</b>	Professor in Criminology	<b>Job family and level</b>	Research & Teaching Level 7
<b>School/ Department</b>	Sociology & Social Policy	<b>Location</b>	Law & Social Sciences Building

## Purpose of role

The purpose of this role is to participate in the strategic leadership of the School of Sociology and Social Policy, and in criminology in particular, in research, knowledge exchange, education and the enhancement of the student experience. A role at this level will have a significant impact on the direction, strategy, objectives, and performance of the University by making the best possible use of available resources to meet the current and future needs of the University, the Faculty of Social Sciences and the School, and holder is expected to have major impact on the development of criminology at Nottingham.

<b>Main responsibilities</b> (Primary accountabilities and responsibilities expected to fulfil the role)	<b>% time per year</b>
<p><b>Research and Knowledge Exchange</b></p> <ul style="list-style-type: none"> <li>• Develop and communicate a clear vision for criminology within the School of Sociology &amp; Social Policy, in the light of the University's strategic plan.</li> <li>• Maintain and further develop an international reputation as a research leader in criminology through original published research outputs of international excellence.</li> <li>• Lead and support funding bids from a diverse range of funders in order to develop and sustain externally-funded research in criminology.</li> <li>• Take an active role in knowledge exchange and other activities designed to maximise the impact of research, for example by organising national and/or international conferences, workshops and seminar.</li> <li>• Develop and, where appropriate, lead collaborative research partnerships with colleagues within the School of Sociology &amp; Social Policy, the Faculty of Social Sciences and the wider university and/or other educational institutions and external bodies.</li> </ul>	33%
<p><b>Education and Student Experience</b></p> <ul style="list-style-type: none"> <li>• Contribute to teaching at all levels, including on undergraduate programmes and postgraduate taught programmes as well as supervision of PhD students.</li> <li>• Demonstrate innovative and leading-edge approaches to teaching, learning and assessment in keeping with the educational standards of the School and in accordance with established quality frameworks including relevant QAA subject benchmarks.</li> <li>• Lead and contribute to the development of the undergraduate and postgraduate curriculum in criminology and other subject areas, in line with the business needs of the School.</li> <li>• Provide leadership and support to members of the criminology teaching team.</li> </ul>	32%

<p>Take a lead in the development and dissemination of best practice in teaching, learning, assessment and student support in the School of Sociology &amp; Social Policy, the Faculty of Social Sciences and the wider University.</p>	
<p><b>Academic Leadership and Administration</b></p> <ul style="list-style-type: none"> <li>• Play an active role University governance and decision-making and contribute to the development of academic policies across the University, through membership of relevant committees.</li> <li>• Provide intellectual leadership within the School of Sociology &amp; Social Policy and criminology subject group, for example by providing direction and mentoring for less experienced colleagues and fostering inter-disciplinary working across the School and the wider University.</li> <li>• Make a significant contribution to developing the reputation and successful operation of the School of Sociology &amp; Social Policy by taking on a leading academic administrative role in the School and playing an active part in citizenship activities in and beyond the School as member of the wider scholarly community in criminology.</li> <li>• Lead and develop internal and external networks to foster collaboration, share information and ideas, and promote criminology, the School of Sociology &amp; Social Policy and the University by playing an active role in national and international bodies in criminology.</li> </ul>	<p>31%</p>
<p><b>Other</b></p> <ul style="list-style-type: none"> <li>• To undertake other duties as requested by the Head of School, in order to meet the School's duties towards students and staff and to achieve the strategic aims of the School and University.</li> </ul>	<p>4%</p>

## Person specification

	<b>Essential</b>	<b>Desirable</b>
<b>Skills</b>	<ul style="list-style-type: none"> <li>▪ High-level capability in conceptual thinking, innovation and creativity</li> <li>▪ Proven skills in coaching, mentoring and supporting others in the development of best practice in research, teaching and other aspects of academic activity</li> <li>▪ Proven ability to lead, motivate, develop, and manage the performance of a team.</li> <li>▪ Proven ability to plan and lead the delivery of research and teaching programmes</li> <li>▪ Success in teaching and supervision in criminology at all levels within an established quality framework, including in a blended learning environment</li> <li>▪ Ability to motivate and provide pastoral care to students at all levels</li> <li>▪ Excellent oral and written communication skills, including the ability to explain complex ideas and information clearly and concisely using a range of media</li> <li>▪ Ability to design and make effective use of high-quality and up-to-date course materials to encourage and support active student learning</li> <li>▪ Ability to obtain funding for research, including from external sources, to lead research teams and to present findings at national and international conferences and publish in leading peer-reviewed national and international outlets</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ability to write high-quality impact case studies and exchange knowledge with non-academic users effectively</li> <li>▪ Ability to lead and manage teams in a higher education environment developed through relevant training</li> </ul>
<b>Knowledge and experience</b>	<ul style="list-style-type: none"> <li>▪ In-depth knowledge of the broad field of criminology to enable the development of new knowledge, innovation and understanding in the field</li> <li>▪ Established track record of success in designing, obtaining funding for, carrying out and writing up research in criminology</li> <li>▪ Experience of presenting work and writing for publication in criminology in leading international peer-reviewed outlets and international conferences</li> <li>▪ Experience and demonstrated success in delivering teaching in</li> </ul>	<ul style="list-style-type: none"> <li>▪ Experience of work at a senior strategic level in a university context</li> <li>▪ Knowledge and expertise in research and/or teaching in: border criminology; feminist criminology; prison health and governance; race and ethnicity; restorative justice; southern, Asian and postcolonial criminology; queer criminology; victimology.</li> <li>▪ Previous success in knowledge transfer to external partners</li> </ul>

	<p>criminology at postgraduate and undergraduate levels within an established quality framework</p> <ul style="list-style-type: none"> <li>▪ Experience of providing academic and pastoral advice and support to students</li> <li>▪ Established national and international reputation for research and/or teaching</li> <li>▪ A record of supervising postgraduate research students to successful completion</li> <li>▪ A good understanding of university management systems and the wider higher education environment</li> <li>▪ Experience of leadership and a track record of delivering change and innovation in research and/or teaching in criminology</li> <li>▪ Senior academic administrative experience and success plus innovation across research and teaching areas</li> </ul>	
<p><b>Qualifications, certification and training (relevant to role)</b></p>	<ul style="list-style-type: none"> <li>▪ PhD (or equivalent) in criminology or a related discipline</li> <li>▪ A PGCHE, Fellowship of the HEA and/or an equivalent qualification in teaching</li> </ul>	<ul style="list-style-type: none"> <li>▪ Senior Fellowship of the HEA</li> <li>▪ Membership of a professional body or learned society (e.g. the British or European Societies of Criminology)</li> </ul>



The University of Nottingham is focused on embedding equality, diversity and inclusion in all that we do. As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those with protected characteristics under the Equality Act 2010.



The University is a signatory of the Declaration on Research Assessment (DORA). As such we commit to focus on the scientific content of publications (where requested or provided as part of the recruitment and selection process) as a basis for review of quality, and consideration of value and impact of research conducted, rather than any proxy measures such as Journal Impact Factor.

## Expectations and behaviours

The University has developed a clear set of core expectations and behaviours that our people should be demonstrating in their work, and as ambassadors of the University's strategy, vision and values. The following are essential to the role:

- Valuing people** Role models the highest ethical standards to cultivate a collaborative workplace that develops talent and enhances wellbeing, whilst also balancing the needs of the various stakeholders.
- Taking ownership** Translates the vision into a strategy for own area, enabling people to take the right action for the wider organisation. Can resolve complex problems, balancing the needs of varied stakeholders.
- Forward thinking** Always has the overall strategic goal in mind, manages to stimulate agile and forward thinking in others, motivating them and giving them the confidence to drive for continuous improvement.
- Professional pride** Goal is to be best in class; ensuring this can be achieved in line with long term strategy regardless of short term challenges. Supports people to do what is best for both the organisation and the department.
- Always inclusive** Promotes how collaboration and positive partnerships are essential to success, constantly looking ahead to explore how to involve other potential stakeholders.

## Key relationships with others

