



Job title	Assistant Professor in Criminology	Job family and level	Research and Teaching Extended Level 5
School/ Department	School of Sociology and Social Policy	Location	Law and Social Sciences Building

Purpose of role

To lead and deliver individual and collaborative research and teaching in Criminology, and to make a contribution to the direction of teaching and research programmes in the School of Sociology and Social Policy. The role holder will take responsibility for developing and maintaining the high quality of teaching in Criminology. The new colleague will identify new opportunities for research and act as an investigator on research projects in Criminology. The person appointed will also be expected to play an active part in the School more generally, for example by taking on an academic administrative role(s) in relation to supporting school operations.

	Main responsibilities (Primary accountabilities and responsibilities expected to fulfil the role)	% time per year
1	<p>Teaching</p> <ul style="list-style-type: none"> ▪ To design, develop, deliver and assess programmes of study and individual modules in Criminology, including modules on core aspects of the undergraduate and postgraduate curriculum, as well as in areas in which they have special expertise ▪ To take responsibility for the quality of programme delivery, ensuring compliance with the quality standards and regulations of the University and the School of Sociology and Social Policy ▪ To contribute to the recruitment and retention of students ▪ To provide high-quality academic and pastoral support to students at all levels, for example as a dissertation/thesis supervisor and/or personal tutor 	34
2	<p>Research</p> <ul style="list-style-type: none"> ▪ To develop and sustain a national reputation for research in Criminology by undertaking original research, and to present and publish the results of research in leading peer-reviewed national and international outlets, and at national/ international conferences and similar events ▪ To develop proposals, and submit applications, for internal and external funding for research in Criminology either independently or in collaboration with colleagues ▪ To contribute actively to the maintenance and development of the research environment in the School of Sociology and Social Policy 	33

	<ul style="list-style-type: none"> ▪ To act as a principal and/or co-investigator on research projects in Criminology ▪ To participate in knowledge exchange and other activities designed to maximise the impact of research ▪ To gain funding for, supervise and examine postgraduate research students 	
3	<p>Administration</p> <ul style="list-style-type: none"> ▪ To make a significant contribution to the reputation and successful operation of the School of Sociology and Social Policy by undertaking an academic administrative role(s) in the School and playing an active part in citizenship activities in and beyond the School, including as a member of committees and working groups, and the wider scholarly community in Criminology ▪ To be responsible for the safe conduct of work in the School in compliance with the University Safety Policy 	33

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> ▪ Excellent oral and written communication skills, including the ability to explain complex ideas and information clearly and concisely using a range of media ▪ Ability to design and carry out research independently, and collaboratively as a member of a team ▪ Ability to use a range of delivery/teaching techniques and technologies to inspire and engage students ▪ Ability to build relationships and collaborate with others, internally and externally ▪ Interpersonal skills needed to work effectively as a member of a staff team in an interdisciplinary environment, and with students ▪ Time management and organisational skills needed to complete administrative and other tasks effectively and on time 	<ul style="list-style-type: none"> ▪ Ability to supervise student research at undergraduate and postgraduate level ▪ Ability to generate funding for research, particularly from external sources
Knowledge and experience	<ul style="list-style-type: none"> ▪ Experience and demonstrated success in designing, carrying out and writing-up research in Criminology ▪ Experience of writing for publication in peer-reviewed outlets and presenting work at conference/events in Criminology ▪ Experience and demonstrated success in delivering teaching in Criminology within an established quality framework ▪ Experience of providing academic and pastoral advice and support to students 	<ul style="list-style-type: none"> ▪ Growing international reputation in research and teaching in Criminology ▪ Experience, achievement and growing reputation in Criminology, reflected in relevant national committee memberships, and/or involvement in national research events ▪ Successful performance in an academic administrative role relevant to research and/or teaching ▪ A track record of published research in peer reviewed outlets ▪ Experience of devising, managing and delivering research and teaching programmes ▪ Past work engaging with intersectional approaches to the study of crime, harm and social control

Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> ▪ PhD or equivalent in criminology or with demonstrated relevance to criminology 	<ul style="list-style-type: none"> ▪ Higher Education teaching qualification or equivalent ▪ Fellowship of the Higher Education Academy (FHEA) ▪ Membership of an appropriate learned society or professional body
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As part of this, we welcome a diverse population to join our work force and therefore encourage applicants from all communities, particularly those whose protected characteristics under the Equality Act 2010, are not well-represented in our current staff body.



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

Is friendly, engaging and receptive, putting others at ease. Actively listens to others and goes out of way to ensure people feel valued, developed and supported.

Taking ownership

Is clear on what needs to be done encouraging others to take ownership. Takes action when required, being mindful of important aspects such as Health & Safety, Equality, Diversity & Inclusion, and other considerations.

Forward thinking

Drives the development, sharing and implementation of new ideas and improvements to support strategic objectives. Engages others in the improvement process.

Professional pride

Is professional in approach and style, setting an example to others; strives to demonstrate excellence through development of self, others and effective working practices.

Always inclusive

Builds effective working relationships, recognising and including the contribution of others; promotes inclusion and inclusive practices within own work area.

Key relationships with others

