

**Note:** This job description does not form part of the employee's contract of employment but is provided for guidance. The precise duties and responsibilities of any job may be expected to change over time. Job holders should be consulted over any proposed changes in this job description before implementation.

**Role Descriptors  
Outputs and Requirements**

**Title:** **Lecturer in Criminology**

**Reports to:** Head of School / Assistant Head of School

**School:** **Social Sciences**

**Professional Values**

All Lecturers are required to demonstrate respect for individual learners and be committed to incorporating the process and outcomes of relevant research, scholarship and/or professional practice. Lecturers are required to be committed to the development of learning communities and encouraging participation in Higher Education, while acknowledging diversity and promoting equality of opportunity. It is also a requirement that all staff are committed to undertaking continuing professional development and evaluation of individual practice and that they are proactive in improving the student experience.

**Role Purpose**

To teach as a member of a teaching team in a developing capacity within an established programme of study.

**Principal Accountabilities**

1. Teach within an established programme or programmes of study, and within a variety of settings from small tutorial groups to large lectures, ensuring that learning needs of the students are identified, that appropriate learning objectives are defined and that the content of the learning materials and methods of delivery meet the defined learning objectives. This may include module leadership.
2. Contribute to development of teaching materials, methods and approaches with guidance. Develop personal skills and appropriate approaches to teaching, seeking guidance from senior staff as appropriate and continually seeking ways of improving performance by reflecting on teaching design and delivery by obtaining and analysing feedback from students and colleagues.

3. Create a climate for students that challenges thinking, fosters debate and develops the ability of students to engage in critical discourse and rational thinking, ensuring that at all times the work of the students is supervised appropriately and advice and assistance is provided on study skills and any other learning issues.
4. Use appropriate assessment instruments and criteria to assess the progress of the students and ensure that all students are provided with constructive feedback in a prompt and timely manner.
5. Develop and extend contacts and regularly participate in internal and external networks for the exchange of information and ideas and to develop good working relationships.
6. Contribute to preparing technical material e.g. proposals and applications for funding or accreditation.
7. Act as a personal tutor and mentor for students, ensuring that appropriate listening, interpersonal and pastoral care skills are used to deal with sensitive or difficult issues and that appropriate support is provided, taking into account individual student needs and circumstances, referring students to specialist support services if necessary.
- 8 Engage in subject, professional or pedagogic research and other scholarly activities which can support teaching activity.
- 9 Undertake any other duties within their competence as required by the University.

## **CONTEXT**

The postholders will be expected to manage their own teaching, scholarly and administrative activities within the framework set by the school, College or University policy. There may be a requirement to supervise student projects, fieldwork or placements depending on the module or course. The postholders will be expected to possess sufficient breadth or depth of specialist knowledge to be able to deliver high quality teaching and support to established teaching programmes. The postholders will be expected to engage in a programme of continuous professional development, in consultation with their line manager.

The postholders have responsibility for ensuring that suitable and sufficient risk assessments are undertaken for the activities for which they are responsible and that measures to control risk are identified and implemented, and communicated to all affected.

They must ensure the provision of adequate supervision and training, to include: the responsibility to work with due regard for the health and safety of themselves and others; familiarity with actions to be taken in the event of emergency; and the duty to report accidents and hazards appropriately.

The University of Westminster has developed the Professional Recognition Enhancement Scheme for Teaching (PRESTige) accredited by the Higher Education Academy (HEA) for Fellowship of the HEA at different categories. The categories range from Associate Fellow (AFHEA), Fellow (FHEA), Senior Fellow (SFHEA) and Principal Fellow (PFHEA) and are benchmarked against the UK Professional Standards Framework for Teaching and Supporting Learning, 2011 (UKPSF). All academic colleagues are strongly encouraged to engage with PRESTige and work towards the appropriate category of fellowship. For further information, contact [Centreforteachinginnovation@westminster.ac.uk](mailto:Centreforteachinginnovation@westminster.ac.uk)

## **DIMENSIONS**

The posts are within the School of Social Sciences that includes our well-established programmes in Criminology at both undergraduate and postgraduate levels. We have a serious focus on enhancing student experience, and strongly support the University's commitments to enhancing Equality, Diversity and Inclusion. We are committed to diversifying our staff body, decolonising the curriculum, and creating an inclusive community for all.

We are looking for outstanding candidates to provide excellent teaching within the wider discipline of Criminology, and to work with the existing team to support students from a diverse range of backgrounds. We would particularly welcome those with experience of teaching in the areas of Justice & Human Rights, Gender & Crime, and/or Media & Crime. We also welcome candidates who would be able to teach beyond Criminology, in particular in the areas of Psychology and /or Sociology.

Candidates will possess sufficient breadth and depth of specialist knowledge to be able to deliver high-quality support to our teaching programmes in Criminology. The successful candidates will support the School and University purpose of being progressive, compassionate, responsible, diverse and inclusive.

Location: Central London

## Person Specification

Qualifications	Essential	Desirable
Degree in Criminology or related discipline	E	
Post-Graduate Degree or Professional Qualification	E	
Teaching Qualification (e.g. PGCHE Learning & Teaching) or the commitment to achieve this at the earliest possible date (desirable)	E	
An expectation of prior attainment of HEA Fellowship or a willingness to undertake and engage with the University's PRESTige scheme for the appropriate category within an agreed timeframe	E	
<b>You will have proven experience and evidence of:-</b>		
Ability to design and deliver course materials, including via lectures, seminars and workshops	E	
A proven record of successful delivery of student-focused teaching and research in Criminology or related disciplines.	E	
Subject expertise that is up to date in one or more of the following areas: Justice & Human Rights, Gender & Crime, Media & Crime	E	
Breadth and depth of specialism of specialist knowledge in the discipline, to work within existing programmes	E	
Engagement in continuous professional development	E	
A capacity to establish links with non-academic partners, suitable for student engagement activities		D

<p><b>Skills</b></p> <p>High level analytical capability</p> <p>Ability to communicate information clearly</p> <p>Ability to encourage commitment to learn in others</p> <p>Ability to assess and organise resources</p> <p>Understanding of and ability to contribute towards broader management issues</p>	<p><b>E</b></p> <p><b>E</b></p> <p><b>E</b></p>	<p><b>D</b></p> <p><b>D</b></p>
<p><b>Personal Attributes</b></p> <p>Fully committed to contributing to a stimulating learning and working environment which is supportive and fair, based on mutual respect and trust, and in which harassment and discrimination are neither tolerated nor acceptable.</p> <p>Fully committed to the University's strategy for enhancing Equality, Diversity and Inclusion.</p>	<p><b>E</b></p> <p><b>E</b></p>	