

RECRUITMENT PACK

This document includes the following information:

- Job Description
- Person Specification
- Additional information

Making an application:

Please complete the short on-line application form and attach the following 5 documents. Shortlisting is undertaken by a panel after the closing date on the basis of information provided and failure to upload the requested documents will result in an application being rejected.

- a) Please include a covering letter setting out how you meet the requirements of the role as set out in the person specification.
- b) Include a full curriculum vitae (CV) including any publications. You should provide information on the range and content of your teaching and supervision experience, as well as on curriculum development. For posts with a research component, you should specify your 4 most significant papers published within the past 5 years (or an equivalent number appropriate to being an early career researcher). Applicants from within the UK should indicate which publications have been submitted to the REF 2014 and any assessment of the rating for each piece of work; For more information about the REF visit www.ref.ac.uk
- c) Include an education statement of no more than two sides of A4 setting out your track record in terms of contribution to pedagogical developments and, where appropriate, the development of professional practice. You should also include a reflective statement on your approach to research-led education and how it draws on pedagogical research. Also indicate how you ensure your continuing professional development as an excellent teacher in higher education.
- d) For posts with a research component, please include a research statement of no more than two sides of A4 providing details of your research plans for the next three years. This should include details of books, chapters or papers in progress together with planned publication dates. For journal articles please provide details of target journals and planned submission dates. If you have papers that are currently under review please detail the stage these have reached and the timescale you expect those papers to be accepted for publication. If you have papers that have been accepted for publication but not yet published please provide the date the paper was accepted for publication.
- e) For posts with a research component, applicants should also submit no more than two sides of A4 setting out their three year plan for generating external funding to support their research.

A commitment to sustaining an inclusive and diverse community is one of the University's Core Values and we are keen to address any imbalances in our workforce.

We are proud to have been a Two Ticks employer since August 2008 and, as part of our commitment to this scheme, we guarantee an interview to any candidate with a disability who meets the essential criteria for the post. We also work in partnership with national disability organisation DisabledGo who provide detailed online access guides to many of our campus buildings and facilities which you may find useful.

Please note: We are only accepting on-line applications for this post. However, if you have a disability that makes it difficult for you to provide us with information in this way, please contact the Resourcing Team (01206-874588/873521) for help.

Closing Date: 27 February 2017

Interviews are planned for: 23 March 2017



JOB DESCRIPTION – Job ref REQ00415

Job Title and Grade:	Lecturer in Criminology Grade 9
Contract:	Permanent, full-time
Hours:	A notional minimum of 36 hours per week
Salary:	£39,324 - £46,924 per annum
Department/Section:	Department of Sociology
Responsible to:	Head of Sociology
Reports on a day to day basis to:	Head of Sociology
Purpose of job:	To research and teach in criminology at the undergraduate and postgraduate level. To supervise undergraduate projects, MA and PhD dissertations.

Duties of the Post:

The main duties of the post will include:

General Responsibilities:

1. To contribute to the development and delivery of the research and teaching of the Department of Sociology.
2. To function as a full member of academic staff, taking part in the activities and responsibilities of the Department.

Academic Responsibilities:

1. Research in any area of criminology. We are particularly interested in candidates whose teaching and research interests are broad and will also enhance other areas of the department, including 'Green Criminology' and the anthropology of crime. Publication of research monographs and articles in leading international journals.
2. Submission of high calibre research grant applications and contribute to any other activities which promote the research profile of the Department.
3. Active participation in departmental research culture including meetings, seminars and workshops.
4. The teaching of modules in criminology and provision of academic support for students enrolled in those modules.
5. Supervision and support of undergraduate and MA students in their research projects.
6. PhD supervision and involvement in PhD progress boards.
7. Supervision of graduate teaching assistants (if applicable).
8. Fulfilment of any assessment and examination duties.
9. Administrative duties, which might include student recruitment, and sitting on Departmental committees and Boards of Examiners.
10. Any other duties as may be assigned from time to time by the Head of Sociology or his/her nominee.

These duties are a guide to the work that the post holder will initially be required to undertake. They may be changed from time to time to meet changing circumstances.



It should be noted that there is a contractual requirement for some members of academic staff to undertake research duties. If this requirement applies to a post it will be clearly stated in the job description, which forms part of the contract of employment.

Terms of Appointment

For a full description of the terms of appointment for this post please visit:

<http://www.essex.ac.uk/hr/current-staff/terms.aspx#>

January 2017

PERSON SPECIFICATION

JOB TITLE: Lecturer in Criminology

Qualifications /Training

	Essential	Desirable
▪ Have completed a PhD in Criminology, Sociology or allied field	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Experience/Knowledge

	Essential	Desirable
▪ Teaching experience in criminology or an allied field at undergraduate level	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ A record of successful performance of administrative duties	<input type="checkbox"/>	<input checked="" type="checkbox"/>
▪ Demonstrable evidence of a clear publication plan for submission to future Research Excellence Framework (REF) programmes	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Evidence of a research agenda	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Skills/Abilities

	Essential	Desirable
▪ High quality research and publication at the highest levels	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Demonstrable potential to generate external funding	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Willingness to engage positively in seminars/workshops and other departmental events	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Capacity to contribute to the research activities of a Centre for Criminology	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ The capacity to design, deliver and assess undergraduate and postgraduate modules in criminology	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Ability to contribute to courses in areas of Sociology or Anthropology other than his/her main area of specialisation, and willingness to collaborate with other members of staff in teaching developments	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Capacity to engage with and motivate students	<input checked="" type="checkbox"/>	<input type="checkbox"/>
▪ Administrative experience and willingness to make an administrative contribution to the Sociology Department	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Other

	Essential	Desirable
▪ Ability to meet the requirements of UK 'right to work' legislation*	<input checked="" type="checkbox"/>	<input type="checkbox"/>

* The University has a responsibility under the Asylum, Immigration and Nationality Act 2006 to ensure that all employees are eligible to work in the UK. Prior to commencing employment, the successful candidate will be asked to provide documentary evidence to this effect. The University may be able to offer Tier 2 Sponsorship for this role. For further information about UK immigration requirements please follow this link <https://www.gov.uk/government/organisations/uk-visas-and-immigration>

Additional Information

Department of Sociology

The Department of Sociology was established in 1964 and is renowned for its research excellence. It is ranked 27 in the QS World Rankings and has been in the top ten for the quality of its research in all of the research assessment exercises since 1986. The sociology of deviance and criminology has been taught in the University since 1972, initially by Professor Stanley Cohen, subsequently by Professor Ken Plummer and then Professor Nigel South. The criminology group now includes Professor Eamonn Carrabine, Professor Pam Cox, Professor Pete Fussey, Professor Nigel South, Dr Darren Thiel, Dr Anna di Ronco and Dr Anna Sergi.

The department is one of the largest in the country and currently has 35 permanent full-time academic staff. All are research active, and they work in a wide array of fields including sociological theory, social and cultural history, philosophy and anthropology, economic sociology, globalisation, international migration, environmental sociology, social psychology, criminology, cultural studies, LGBT studies, and feminism and gender studies. Journals currently edited from the Department include *Sexualities* and *The Journal of Latin American and Caribbean Anthropology*.

The research culture of the department is sustained through a wide variety of events and forums. There are research groupings on theory and methodology, intimacy and gender, social justice, and economic sociology, whose activities range from seminars to discussions of work-in-progress and funding bids. The Department has three research centres. The Centre for Research on Economic Sociology and Innovation (CRESI) – the first of its kind in the UK - brings together staff members with an interest in contemporary and historical processes of socio-economic transformation. The Centre for Intimacy and Sexual Citizenship (CISC) was established in 2009 and continues a long tradition of research at Essex on sexualities, intimate life and equalities. The recently established Centre for Criminology is distinctive in emphasising sociological approaches within criminology, and which the new appointee will help to develop.

You can find more information about the department at the following link:
www.essex.ac.uk/sociology

People Supporting Strategy

Please find a link to the People Supporting Strategy.

<http://www.essex.ac.uk/hr/policies/docs/people-oct15.pdf>

General information

Informal enquiries may be made to Professor Sean Nixon, Head of Department (telephone: 01206 872646 email: snixon@essex.ac.uk) or Professor Nigel South (telephone: 01206 872693 email: n.south@essex.ac.uk). However, all applications must be made online.

Benefits

Our staff and students are members of the University for life. We believe a person's potential is not simply defined by grades or backgrounds, but by a willingness to question, to collaborate and to push at the edges of knowledge and their own potential.

As an employer we offer a range of benefits and a commitment to career development and equal opportunities in an environment that both reflects and creates a rich interaction of people, disciplines and ideas.

- Pension scheme
- Generous holiday entitlement



- Competitive salaries
- Training and development Family Friendly policies
- On campus childcare facilities, for more information visit www.wivenhoeparkdaynursery.co.uk
- Childcare vouchers
- Relocation package for qualifying staff
- Interest free season ticket loan
- Range of optional salary exchange tax benefits (pension, childcare and bicycle schemes)

No smoking policy

The University has a no smoking policy.

This document is produced by:

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