



Position Description

Associate Lecturer/ Lecturer in Policing Studies

School of Policing Studies

Faculty of Business, Justice and Behavioural Sciences

Classification	Level A/B
Delegation band	Delegations and Authorisations Policy (see Section 3)
Special conditions	<p>This appointment is conditional upon satisfying and maintaining the requirements of a NSW Police Professional Suitability check.</p> <p>Appointment is conditional upon adhering to the NSW Police Force Student Management Dress and Grooming requirements.</p> <p>Requirement for all academic staff to undertake three (3) days of annual field placement as part of ongoing professional development.</p> <p>Teaching focussed appointments only</p>
Workplace agreement	Charles Sturt University Enterprise Agreement
Date last reviewed	19 August 2021



About Charles Sturt University

Purpose

The Wiradjuri phrase *yindyamarra winhanganha* means the wisdom of respectfully knowing how to live well in a world worth living in. This phrase represents who we are at Charles Sturt University – our ethos. It comes from traditional Indigenous Australian knowledge, but it also speaks to the vision of the university – to develop and spread wisdom to make the world a better place.

Vision

Charles Sturt University is set to undergo a decade of great reform that will see the university characterised by these key elements:

- An uncompromising drive towards excellence in every aspect of its operations
- A far-reaching strategic re-positioning of teaching, learning, research, and innovation
- A cementing of our position as Australia's pre-eminent rural and regional university

The overarching aim is to consolidate our institution so that it is demonstrably more resilient and sustainable by the end of the decade.

Goals

To deliver on our purpose and vision, the university has three key goals:

1. Maintain the university's position in the top five Australian universities for graduate outcomes based on employment and salary
2. Embed a culture of excellence across all aspects of the university's operations
3. Exponential growth in research, development, and innovation income in our chosen areas, delivering high impact outcomes for regional Australia

Our values

Charles Sturt has a proud history and is fortunate to have an outstanding group of diverse, passionate, and engaged people working with us. Our values of insightful, inclusive, impactful, and inspiring guide our behaviours and ways of working to help us achieve our ethos of creating a world worth living in.

Performance measures

In addition to the principal responsibilities all staff are required to contribute to the success of the university strategy including meeting university's eight key performance indicators:

Our Students	<ul style="list-style-type: none">• Commencing progress rate• Student experience
Our Research	<ul style="list-style-type: none">• Research income• Research quality and impact
Our People	<ul style="list-style-type: none">• All injury frequency rate• Engagement
Our Social Responsibility	<ul style="list-style-type: none">• Underlying operating result• Community and partner sentiment



Faculty of Business, Justice and Behavioural Sciences

School of Policing Studies

The **Faculty of Business, Justice and Behavioural Sciences** brings together a range of courses and Schools that focus on real-world challenges.

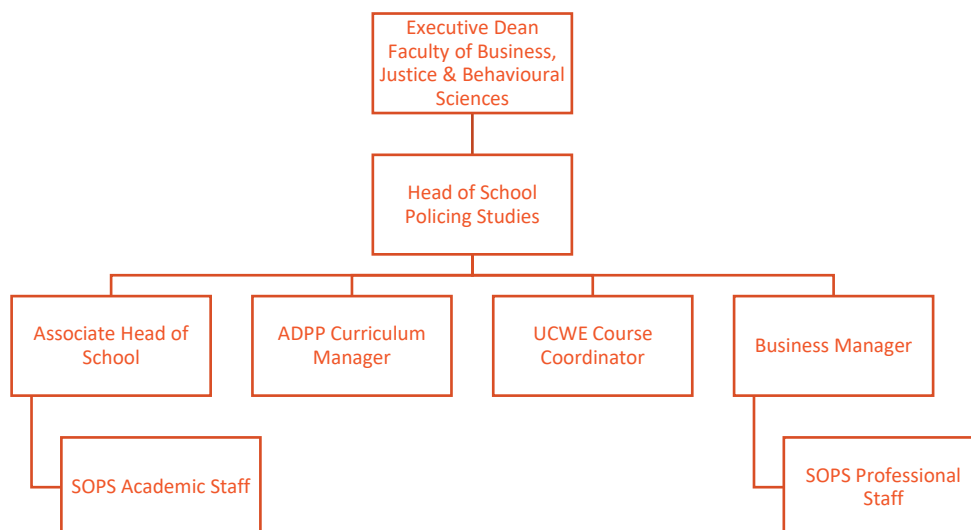
Charles Sturt University enjoys a global reputation as a leading provider of undergraduate, postgraduate and specialist professional programs. In the Faculty of Business, Justice and Behavioural Sciences our specialities are in policing, law, criminology, security, emergency management, customs and excise studies, border management, accounting, engineering, human resources, marketing, business management, computing and information technology. We possess excellent relationships with our industry, government and community partners. Our research is high impact, practical and at world standard.

The **School of Policing Studies (SOPS)** is Australia's leading provider of Police recruit level training. The School of Policing Studies and the NSW Police Force (NSWPF) have formed a unique partnership to design, develop and deliver tertiary courses in policing. The partnership is an important strategy in the development of police recruit level training in NSW. The resources of both a large residential police academy and a responsive and progressive university have been brought together to provide a balanced, innovative service in police recruit level training and education.

The School of Policing Studies is the largest School in the Faculty of Business, Justice and Behavioural Sciences, Charles Sturt University and is located within the NSW Police Force Academy, Goulburn.

For further information about the School please visit our website at <https://bjbs.csu.edu.au/schools/policing-studies>

Organisational chart



Reporting relationship

This position reports to: Head of School

This position supervises: Nil



Position overview

Located in the School of Policing Studies, Goulburn, academic staff will primarily teach and undertake subject development in the undergraduate policing program for internal and distance education students studying to be a Police Officer with the NSW Police Force. In addition, an integral component of an academic staff member's workload will be dedicated to professional industry liaison, by maintaining sound relationships with industry agencies.

Academic staff in Policing Studies will hold an appropriate professional qualification to teach and have the capacity to undergo training provided by the NSWPF to deliver integrated curriculum on the Course. Academic staff must be capable of teaching on all facets of the Course (excluding weapons and officer safety training; and components of driver training) and will have a strong background in Policing and/or one of the following subject areas:

- Operational policing
- Investigation (investigative interviewing and practices)
- Criminal law and procedure
- Road safety
- Drug enforcement and harm minimisation
- Policing and society
- Community policing
- Professional ethics
- Communications
- Leadership and management
- Information and intelligence

Academic staff are expected to demonstrate a strong collegial commitment towards the ongoing development of the School, maintain best practice standards in teaching, and contribute to the wider community.

Principal responsibilities

- Apply CSU learning and teaching methodologies, processes, technologies and tools to deliver high quality student centred learning opportunities in policing and as required to meet the teaching needs of the University. Achieve excellence in teaching in a range of delivery modes, which may include face to face and online teaching and assessment;
- Build strong professional relationships with students and provide timely and appropriate consultation and feedback;
- Actively contribute to collaborative processes to design, deliver and continually improve high quality courses and learning experiences for students including the giving and receiving of constructive feedback;
- Actively contribute to high performing multi-disciplinary teams with an outcome focus and the development of a respectful, trusting and collaborative working environment;
- Maintain a sound and current knowledge and understanding of policing through industry engagement and/or scholarly activities or similar;
- Actively contribute to the governance, marketing and promotion, and administrative activities to facilitate the work of the Faculty/School.
- Other duties appropriate to the classification as required



Role-specific capabilities

Focus on service	Strive to meet needs and exceed expectations of our students, communities and colleagues (performance focus, quality outcomes, student welfare, equity and conduct).
Network	Bring people together and build relationships that deliver desired benefits and outcomes.
Present and communicate information	Speak clearly and fluently, express opinions, make presentations, respond to an audience, show credibility.
Plan and organise	Set objectives, plan, establish contingencies, manage time, resources and people, monitor progress.
Achieve personal work goals and objectives	Accept and tackle demanding goals, work hard, make the most of development opportunities, seek progression.
Analyse	Analyse information, probe for clarity, produce solutions, make judgements, think systemically.

Physical capabilities

The incumbent may be required to perform the following.

- Work in other environments beyond your base campus, such as other campuses.
- On occasion drive a university vehicle distances up to 500km per day within the terms of the university's [Driver Safety Guidelines](#)



Selection criteria

Applicants are expected to address the selection criteria when applying for this position.

Essential for Appointment at Level A

- A. A relevant qualification greater than an associate degree appropriate to the discipline; or a relevant qualification with significant industry experience that demonstrates achievement equivalent to the learning outcomes of an associate degree.
- B. Sound knowledge and understanding of the discipline gained through industry experience and/or scholarly activities or similar.
- C. Demonstrated high level analytical, critical thinking and problem solving skills.
- D. Demonstrated ability to build strong partnerships, networks and relationships to achieve professional and team objectives.

Essential for Appointment at Level B

- A. A masters or doctoral qualification appropriate to the discipline or equivalent accreditation and standing.
- B. Sound knowledge and understanding of the discipline gained through industry experience and/or scholarly activities or similar.
- C. Demonstrated high level analytical, critical thinking and problem solving skills.
- D. Demonstrated ability to build strong partnerships, networks and relationships to achieve professional and team objectives.

Desirable (both A & B)

- E. Class C Driver's Licence.

The successful applicant will be subject to a NSW Police Force Professional Suitability Check, Baseline Vetting and National Police check/s.

