

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	• Employment conditional upon satisfying and maintaining a Professional Suitability Check • It is a requirement to adhere to the NSW Police Force Student Management Dress and Grooming requirements http://www.police.nsw.gov.au/recruitment/the_training/associate_degree_in_policing_practice/behaviour • Out of hours and work-end work required occasionally. • It is a requirement for all academic staff to undertake annual field placement as part of ongoing professional development. • It is a requirement that academic staff are able to teach across all facets of the curriculum (excluding weapons and officer safety training). • It is a requirement that all academic staff undergo training provided by the NSW Police Force to deliver integrated curriculum. • It is a requirement that academic staff shall be in attendance on duty for teaching during session at all times. Leave will only be granted where reasonable cause can be shown. • Teaching focussed.
Nature of Employment	Fixed term
Workplace Agreement	Charles Sturt University Enterprise Agreement
Date Last Reviewed	September 2019

Our University Values



Our Core Competencies

Charles Sturt University (CSU) staff are expected to demonstrate the following competencies:

Set Direction and Deliver Results

- Creating and innovating.
- Delivering results and meeting customer expectations.
- Entrepreneurial and commercial thinking.

Collaborate with Impact

- Relating and networking.
- Working with people.
- Persuading and influencing.

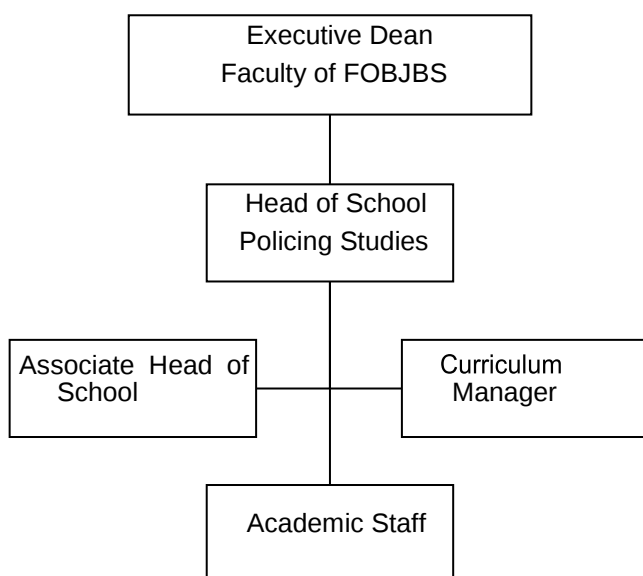
Lead Self and Others

- Adhering to principles and values.
- Deciding and initiating action.
- Adapting and responding to change.

School of Policing Studies

Charles Sturt University has established the School of Policing Studies under a collaborative arrangement with the New South Wales Police Force to provide recruit police education. The School of Policing Studies is located at the NSW Police Force Academy, Goulburn.

Organisational Chart



Reporting Relationships

This position reports to: Head of School

This position supervises: N/A

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 members 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

Physical Capabilities

- Physically able to sit or stand for extended periods of time to perform reading, writing and computing related activities including keyboard and mouse operations.
- Physically able to travel with overnight stays.

Selection Criteria

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

Essential Criteria for Appointment at Level A and Level B

- 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;

Additional Essential Criteria for Appointment at Level B

- E. A masters or doctoral qualification appropriate to the discipline or equivalent accreditation and standing.

Information for Prospective Staff

Your Application

E-recruitment is the method by which CSU manages its recruitment processes and it is preferred that all applications be lodged using this method. Please refer to www.csu.edu.au/jobs/.

If intending applicants are unable to access this website, please contact the HR Service Centre on 02 6338 4884.

Staff Benefits

CSU is committed to providing an employment environment that fosters teamwork, innovation, reflective practice, continual learning, knowledge sharing and opportunities for staff to achieve their full potential. CSU is committed to providing a flexible working environment that encourages employees to live a balanced lifestyle, combining work and family responsibilities.

To find out more: <http://www.csu.edu.au/jobs/working-with-us/benefits-and-rewards>.

Essential Information for Staff

- All employees have an obligation to comply with all the University's workplace health & safety policies, procedures and instructions and not place at risk the health and safety of any other person in the workplace;
- All employees are required to be aware of and demonstrate a commitment to the principles of equal opportunity in the workplace;
- All employees are to ensure the creation and maintenance of full and accurate records of official University business adheres to the University's Records Management Policies; and
- All employees are expected to undertake an induction program on commencement.

Further information regarding the policy and procedures applicable to Workplace, Health and Safety and Equal Opportunity can be found on the CSU website <http://www.csu.edu.au/division/hr/>.

Further information regarding the policies and procedures of CSU can be found in the CSU Policy Library at: <https://www.csu.edu.au/about/policy>.

The following links are listed from [CSU Policy Library](#) on relevant specific policies:

- [Code of Conduct](#)
- [Staff Generic Responsibilities Policy](#)
- [Delegations and Authorisations Policy](#)
- [Outside Professional Activities Policy](#)
- [Intellectual Property Policy](#)