

# POSITION DESCRIPTION

## Senior Lecturer, Policing Studies



### POSITION DETAILS

Position Title	Senior Lecturer, Policing Studies
Classification	Academic Level C
Position Number	7014008
School/Office	School of Social Sciences
Division	Faculty of Social Sciences, Arts, Business, Education and Law

### POSITION PURPOSE

Located in the School of Social Sciences and based at the New South Wales Police Academy in Goulburn, the postholder will primarily teach and undertake subject development in the Associate Degree in Applied Policing program for students studying to be a Police Officer with the New South Wales Police Force (NSWPF). The postholder will pursue research and scholarship in the areas of policing, law and/or criminology and will contribute to the ongoing development of the Academy, its programs and research.

Academic staff in Applied Policing will hold an appropriate professional qualification to teach and have the capacity to undergo training provided by the NSWPF to deliver the integrated curriculum. Academic staff must be capable of teaching on all facets of the course, both online and in person, (excluding weapons and officer safety training; and components of driver training) and will have a strong background in policing, criminology and/or law.

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.

### KEY ACCOUNTABILITIES

- **Teaching and Learning Delivery**
  - Apply learning and teaching methodologies, processes, technologies, and tools to deliver high-quality, student-centred learning in policing and other areas as needed.
  - Achieve excellence in teaching across various delivery modes, including face-to-face and online teaching and assessment.
  - Undergo and complete NSW Police Force-provided training to deliver an integrated curriculum.
  - Deliver teaching as scheduled during teaching sessions.

- **Student Engagement**
  - Build strong, professional relationships with students to foster a positive and supportive learning environment.
  - Provide timely, constructive, and appropriate consultation and feedback to students.
- **Curriculum and Course Development**
  - Collaborate with colleagues to design, deliver, and continuously improve high-quality course and learning experiences.
  - Engage in constructive peer review and feedback processes to enhance course outcomes and academic quality.
  - Provide leadership and mentoring to early career academics, supporting their professional development needs.
- **Professional and Scholarly output**
  - Maintain a current and comprehensive understanding of policing practices through industry engagement and scholarly activities.
  - Publish research articles in high quality and high impact journals.
  - Prepare and submit competitive, quality internal and external research grant proposals.
- **Team Collaboration and Contribution**
  - Contribute actively to high-performing, outcome-focused, multi-disciplinary teams.
  - Support a respectful, trusting, and collaborative working culture within the Academy, School, and broader Faculty.
- **Faculty and School Administration**
  - Participate in service, marketing, promotion, and administrative duties that support the strategic and operational goals of the School.
  - Perform other duties appropriate to the academic classification as required.
- **Undertake other duties as directed**
  - Other duties relevant to the classification level.

## QUALIFICATIONS, EXPERIENCE AND SKILLS

- A PhD in Policing, criminology, criminal justice or related discipline and/or equivalent accreditation and standing.
- Demonstrated experience in progressing research initiatives from inception through to publication.
- Demonstrated achievement in high quality research and publications, commensurate with a Level C appointment.
- Experience in writing successful research grant or other external funding proposals (individually or as part of a team) commensurate with level of appointment.
- Demonstrated experience in quality and innovative teaching, including ability to facilitate learning in small and large groups and experience in using contemporary methods of curriculum design, development, delivery, and assessment (including the use of e-Learning methods).
- Excellent oral and written communication skills, including interpersonal skills and the ability to work effectively in a team.
- Demonstrated ability to build strong partnerships, networks and relationships to achieve professional and team objectives.

## PROGRAM REQUIREMENTS

As this position is based at, or involves work with, the NSW Police Academy, appointment and ongoing employment are subject to the following mandatory requirements:

- **NSW Police Force Professional Suitability Assessment (PSA):** The successful applicant must complete and obtain approval of the NSW Police Force Professional Suitability Assessment and comply with any ongoing suitability requirements advised by NSW Police Force.
- **Baseline National Security Clearance:** The successful applicant must obtain and maintain a Baseline security clearance (or other clearance level if required for the role) through the relevant government security vetting process.

## KEY RELATIONSHIPS

- **This position reports to:** Head of Program, Associate Degree Applied Policing
- **This position supervises:** NIL
- **Key internal relationships:**
  - Dean of School of Social Sciences.
  - Executive Dean, Faculty of SABEL
  - Heads of Discipline
  - Faculty General Manager
  - Business Development Manager
  - Academic colleagues in the discipline group, School and University
  - Professional colleagues within the School, University and NSW Police Force
  - Casual Academics
  - Students
- **Key external relationships:**
  - NSW Police Force
  - Industry and community partners
  - Regulatory bodies

## CHALLENGES

- Balancing teaching and research expectations, in a fast-paced environment.
- Delivering high-quality teaching across the Associate Degree in Applied Policing, contributing to curriculum development and student learning outcomes.
- Engaging in scholarly, research, or professional development activities that enhance disciplinary expertise and academic reputation.

## UNIVERSITY EXPECTATIONS

The University expects that all employees are aware of, and comply with legislation and Western's policies and procedures relevant to the position, including but not limited to:

- Code of Conduct
- Work Health and Safety and Wellbeing Management System
- Enterprise Agreement or Award
- Anti-discrimination principles, Equal Employment Opportunity and staff and student equity.

**Approved by: People and Culture Partner**

**Date: 11 May 2026**