

Applications Invited

SIPR Associate Director - Education and Leadership Network

Following Professor Denise Martin's decision to step down from her role as SIPR Associate Director and lead of the Education and Leadership network, SIPR is now inviting applications from prospective candidates to take on this role.

SIPR is a strategic collaboration between 15 of Scotland's Universities, along with Police Scotland and the Scottish Police Authority (SPA). The institute aims to support internationally excellent, multi-disciplinary policing research to enable evidence informed policy and practice.

The purpose of the Education and Leadership Network is to promote policing research in the area of education, training, learning and leadership, and support areas such as continuing professional development through engagement activities and events. It also has a role in supporting the postgraduate community. The network connects to SIPR's third strategic research priority on 'policing systems capability and resilience', given its focus on various matters relating to workforce (recruitment, retention, well-being); culture, diversity and inclusion; organisational change; and training, learning, education and leadership.

About the role

Associate Director posts are for an initial period of three years, although they may be extended for a further two years at the discretion of the Board of Governance.

The successful candidate will be expected to work closely with researchers in the consortium universities and with officers and staff based in Police Scotland, the Scottish Police Authority and SPA Forensic Services. This will be achieved primarily through their Network and its Steering group. Network steering groups are expected to comprise of a minimum of three researchers from different SIPR member universities, together with at least one senior representative each from Police Scotland and the Scottish Police Authority.

Associate Directors have responsibility for developing and co-ordinating the research activities undertaken by their network and will be required to establish/ maintain a network of academics, practitioners/ other key representatives from within the Education and Leadership field. This will be achieved through regular meetings (at least twice per year) with the Network Steering Group, as well as through other various activities as appropriate/ required.

Associate Directors are also expected to support the SIPR Director through contributing to the development of strategic plans and playing a key role in SIPR leadership at various levels, including at quarterly SIPR Executive Committee and annual Board of Governance meetings. They are also expected to represent the Director at various internal and external events/

committees and in facilitating pathways to impact, for example by leading or supporting SIPR responses to government consultations.

All SIPR Associate Directors are expected to contribute at a strategic level by supporting the development and delivery of SIPR's strategic aims and objectives, representing SIPR's interests at internal and external committees. In particular, the Associate Director leading this network will focus on developing a culture of learning and innovation in policing and academia, contributing to the professional development of practitioners and a supportive environment for researchers.

Associate Directors will be required to appoint, and work closely with, a Depute Lead for their network.

Although the contribution from Associate Directors is expected to be flexible, they must have the support of their institution to release them from other duties to fulfil this SIPR AD role, ideally for 0.2 FTE, but at a minimum of 0.1 FTE. The current arrangement is that a nominal honorarium fee (£3,000 per annum) is paid to the institution where the Associate Director is based.

Who we are looking for

Associate Directors must be experienced members of academic staff, suitably qualified to take on the role, with relevant research expertise, management and leadership experience, and an ability to demonstrate a strategic vision of how to sustain an internationally excellent programme of research in the fields covered by the network.

Applicants for this position must hold a permanent position at one of the fifteen SIPR Consortium Universities and will be expected to have a strong interest in, and understanding of, contemporary issues in policing organisations, education and leadership.

How to apply

Those interested in this position are strongly encouraged to contact Professor Aston (l.aston@napier.ac.uk) in the first instance for an informal discussion.

To apply for the position, please submit your full academic CV including a cover letter, and a letter of support from your host institution to the SIPR Director, Liz Aston (l.aston@napier.ac.uk) and SIPR Knowledge Exchange and Business Manager Monica Craig (m.craig2@napier.ac.uk) by **Wednesday 31st May 2023**.

We anticipate that interviews will take place on Monday 12th June with a handover period between Monday 19th June and Tuesday 22nd August 2023. The SIPR Board of Governance meeting will take place on Wednesday 23rd August when the new Associate Director appointment will commence.