



**Faculty of Education, Social Sciences and Law
School of Law**

Principal Research Fellow in Building Sustainable Societies: Security and Justice

The Centre for Criminal Justice Studies in the School of Law at the University of Leeds is seeking to appoint a Principal Research Fellow to develop a portfolio of research activity on the intersection between security and justice. This post is part of a major new interdisciplinary research programme on the wider theme of Building Sustainable Societies which will explore cross-cutting themes of work, health and social care and security and justice, locally and globally.

You will work with senior colleagues from across disciplines within the University of Leeds - including Law and Criminology, Politics and International Relations, Sociology and Social Policy, and Business – to advance and pursue cutting-edge inter-disciplinary research. You will have a track record in attracting external research income and a capacity to work well with teams of multi-disciplinary researchers. With a PhD and a good first degree in the social sciences, you will have an established international and potentially a world class reputation for publications on aspects of security and/or justice in peer reviewed journals.

University Grade 9 (£45,155 - £52,347 p.a.)

Further information about CCJS can be found at <http://www.law.leeds.ac.uk/research/criminal-justice-studies/> and information about POLIS can be found at <http://www.polis.leeds.ac.uk/>

Informal inquiries to Professor Adam Crawford, Director of the Centre for Criminal Justice Studies, email A.Crawford@leeds.ac.uk, tel +44 (0)113 343 5045.

To download an application form and job details please visit <http://hr.leeds.ac.uk/jobs/>. Alternatively these may be obtained from Anne Prendergast, email a.prendergast@leeds.ac.uk, tel +44 (0)113 343 7393.

**Job ref 321002 Closing date 5 February 2011
Interviews to take place in late February or early March 2011**

Background

The twenty-first century has seen a growth in political, environmental and economic insecurity in the context of global recession, population ageing and climate change. In response to these threats, ecologists and economists have focused on the need for sustainable living – using resources efficiently to meet current needs and protect future generations. But building sustainable societies also involves rethinking how we work together, care for ourselves, our families and friends, and live in secure and supportive communities, locally and globally. We need to meet people's needs for work, security, health and social care in the context of diminishing resources and widening inequalities whilst building sustainable societies for the longer term.

An interdisciplinary group of leading social scientists at Leeds, working in partnership with service providers and users, has therefore come together to develop the new knowledge, analysis and policy which is required to address these myriad social and economic challenges. We aim to develop path-breaking approaches to work and care, health and security through a focus on building sustainable societies:

- Understanding, evaluating and sharing evidence of sustainable service delivery across service sectors and multi-agency partners.
- Developing policy and community interventions to foster sustainable communities, locally, nationally and internationally.
- Building a theory of sustainable societies which take account of evidence from a range of sectors as well as the links between social, economic and ecological sustainability.
- Gathering political momentum behind the 'Sustainable Societies' agenda, nationally and internationally.

We will work together in a dynamic and growing research team, to conduct empirical research which is theoretically robust, methodologically innovative and policy relevant. To ensure the dissemination and uptake of the research by policy makers, practitioners and users, our research agendas will evolve in partnership with end-users and be widely disseminated through appropriate networks, with the support of the Leeds Social Science Institute.

Our team includes:

Anne Kerr, Professor of Sociology and Pro Dean for Research, Faculty of Education, Social Sciences and Law. *Project Lead*

Security and Justice

Adam Crawford, Professor of Criminal Justice, Director of the Centre for Criminal Justice Studies in the School of Law.

Jason Ralph, Professor in International Relations, Politics and International Studies.

Work and Care

Sue Yeandle, Professor of Sociology, Director of the Centre for International Research on Care Labour and Equalities, School of Sociology and Social Policy.

Mark Stuart, Professor of Human Resource Management and Employment Relations, Director of Centre for Employment Relations Innovation and Change, Leeds University Business School.

Healthcare

Ray Pawson, Professor of Social Research Methodology and author of *Evidence Based Policy: A Realist Perspective* (Sage, 2006), School of Sociology and Social Policy. Health Lead

Jenny Hewison, Professor of the Psychology of Healthcare, Leeds Institute of Health Sciences.

This post will be one of three posts in each of the research teams, with a further phase of research fellowships beginning from 2012 onwards.

The Security and Justice Research Group

Security and personal safety constitute a major global and local challenge of immense contemporary significance for diverse governments (national and local), international organisations, non government organisations, businesses, voluntary sector bodies and citizens alike. Security concerns now inform the work and operations of numerous public, private and third sector organisations stretching from the local to the national and international. It is now widely recognised that, on the one hand, policing and security measures designed to prevent and manage international threats - from terrorism and drug or people-trafficking to inter-group conflict, for example - demand local intelligence and responses, on the other hand, the experience and salience of neighbourhood safety is informed and influenced by international trends, conflicts and developments.

Preventing inter-personal violence and disorder and understanding the governance of contemporary security challenges presented by local, regional and international conflicts and their implications for justice are at the forefront of the research agendas of national, European and international research funding organisations. Security and its tense relationship with questions of justice constitutes a '*rendez-vous*' subject where a variety of disciplinary approaches coalesce; most notably criminology, international relations, law, politics, sociology, social policy, organisational relations and human geography, as well as business, urban, cultural and communication studies. The challenge is to develop a team of multi-disciplinary researchers able to combine their collective expertise in ways that forge inter-disciplinary insights, understandings and methodologies capable of securing access to new research resources, increasing the size of national research grants captured and winning larger cross-national comparative bids.

The Research Group will promote research to understand the nexus between: crime, violence and inter-group conflict (as expressed at local, regional and international levels); perceptions and experiences of injustice; and threats to security and their management/prevention. It will explore the vicious circles and positive feedback loops generated by interactions between these that serve to propel and prevent social conflict and the injustices that inform them. It will seek to understand how best to meet contemporary security challenges by asking questions about: (i) the nature of security threats; (ii) the scope for preventing and pre-empting such threats and conflicts; (iii) the nature and robustness of the information, data bases and technologies upon which security planning, prevention and management are premised; and (iv) the impact of

contingency planning and preventive security governance on perceptions and experiences of (in)justice.

The focus of the Research Group will be to draw together inter-disciplinary expertise within the University of Leeds and develop an innovative research programme with projects in a number of prominent areas of research concerning the tense contemporary relationship between security and justice. It will respond to, and shape research in relation to, one of the most pressing global concerns and key challenges for local, national and international governance.

Key academics involved in the Security and Justice Research Group include: Adam Crawford, Susanne Karstedt, Clive Walker and Anthea Hucklesby (all Law/Criminology), Jason Ralph (Politics and International Studies), Paul Bagguley, Yasmin Hussain (Sociology & Social Policy) and David Allen (Business School).

Further Particulars

Main roles and responsibilities

Research

1. Generate and pursue independent and original research.
2. Identify opportunities for development of research and funding and lead successful applications for significant research funding.
3. Provide academic leadership by mentoring and supervising others.
4. Manage project(s) for which you are Project Manager/ Principal Investigator in accordance with University policies.
5. Establish a creditable record of sustained research output and contribute to the publications or other forms of output arising from the work of CCJS and the Building Sustainable Societies project.
6. Contribute to the activities of the CCJS and relevant POLIS research groups and the LSSI.
7. Contribute to strategic planning within CCJS, the Security and Justice Research Group and the Building Sustainable Societies project.
8. To provide effective postgraduate research supervision as required.
9. Develop staff for whom you are Principal Investigator.
10. Foster collaborations with external bodies.
11. Promote CCJS, POLIS, LSSI and the Building Sustainable Societies project interests within the university and elsewhere.
12. Take full responsibility for quality control, budget and business planning for projects that you direct.

13. Plan and deliver a programme of research in the area of security and justice, with domestic, comparative and international dimensions.

You will be expected to carry out the duties of the post in accordance with the university values of professionalism, inclusiveness, integrity and community supporting the core value of academic excellence.

You may also find that opportunities arise for you to become involved in consultancy work. All such requests, whether they come to you privately or for the Institute generally, should be referred to the CCJS Director as soon as they are received. All such activity must have the approval of the Director, and be performed in accordance with the conditions specified for consultancy arrangements.

Teaching

A contribution to dissertation supervision, short courses and to the training and supervision of postgraduates will be expected. You will also be expected to contribute to undergraduate teaching through dissertation supervision, contribution to team-taught modules and other peer-led activities such as student reading groups and seminars. A contribution to the development of, and teaching on, a new MA in 'Security, Conflict and Justice' and to the training and supervision of postgraduates will be expected.

Other Activities

All CCJS staff are expected to:

1. Meet with Staff Reviewer/Staff Reviewees on a regular basis.
2. Continue taking responsibility for own staff development by attending training courses as provided by SDDU or elsewhere.
3. Participate in departmental activities e.g. by attending departmental meetings.
4. Keep records (via timesheets) of activities undertaken (including leaves of absence).
5. Undertake administration or other duties as requested by the Director.
6. Comply with University Policy on Equality and Diversity.

Person Specification

Essential

Qualifications

- PhD in law, criminology, politics, international relations, sociology, social policy or allied social sciences.
- Good first degree in social sciences or relevant discipline.

Skills and Experience

- Be an externally recognised authority in the area of security and justice.
- Provide evidence for a proven and continuing strong track record of attracting external research grant income.
- Have potential to provide academic leadership for the area of security and justice.
- Have experience of managing research projects by co-ordinating the work of others effectively to meet planned academic objectives as well as keep within budget.
- Be able to supervise and act as personal mentor to research staff and colleagues.
- Have a publications record which is not only of international excellence in terms of originality, significance and rigour but whose quality approaches the highest standards of excellence.
- Excellent communication skills, including written, and the ability to convey complex ideas in an appropriate manner to promote understanding.
- An ability to engage in international networking with leading research institutions overseas.
- A proven ability to work effectively in a team.
- Experience of working collaboratively with external organisations.
- Willingness to work flexibly and collaboratively on different research projects as required.
- Knowledge and understanding of domestic and international research funding opportunities.
- A commitment to multi-disciplinary and inter-disciplinary research.
- Experience of engagement with policy-makers and research users and a commitment to the production of research that is both policy-relevant and impacts on public debate.
- Enthusiastic in all aspects of research and a commitment to the production of research that is conceptually rich and empirically-grounded.
- An ability to plan the resources required for, and manage the work of staff involved in, research projects.
- Have the capacity to develop novel inter-disciplinary research and conceptual understandings in areas of security and justice.

Desirable

- Experience of researching the intersection between security and justice.
- A multi-disciplinary educational or research background.
- Experience of producing high quality research for funding bodies such as the European Commission, UK Government Departments, the Economic and Social Research Council, charitable organisations (such as Leverhulme Trust, Joseph Rowntree Foundation or Nuffield Foundation).
- Experience of working and researching within multi-disciplinary teams.
- Experience of the supervision of research students or student dissertations.
- Experience of teaching at postgraduate levels.
- A track record in the creative use of both qualitative and quantitative research methods.
- Advanced skills in mixed methods, particularly the use of quantitative *and* qualitative methodologies.

Career Expectations

The University of Leeds is committed to developing its staff. All staff participate in the Staff Review and Development scheme and we continue to work with individuals supporting them to maximise their potential.

Progression to a higher grade is dependent on an individual taking on an increased level of responsibility. The scope for this job may grow over time, allowing possible progression should the post holder demonstrate the skills and a wish to develop and increase their responsibilities.

Learning and Teaching Award

The Senate of the University has agreed that all newly appointed staff with a contract of 0.5 fte and above who have a teaching role and are deemed new to teaching in HE should be required to complete successfully all of the requirements of the University of Leeds Teaching Award: Professional Standard 2 (ULTA-2) or an appropriate alternative. Whether or not this applies to you, will be decided as part of the appointment procedure at interview.

Further details of the ULTA-2 are available at www.leeds.ac.uk/sddu/lt/ulta/ulta2.html

Guidance on the criteria used to decide 'new to teaching' is available at www.leeds.ac.uk/sddu/lt/ulta/ulta_criteria.html

Staff with contracts of less than 0.5 fte may take the ULTA-2 provided that they have a broad enough range of teaching and assessment to complete the requirements of the Programme: this will be decided in conjunction with the School and the course providers.

How to Apply

We encourage all applicants to e-mail their completed application forms to us and to complete the equal opportunities monitoring form on-line as this is the most efficient and environmentally friendly option available.

Send Completed Applications to: a.prendergast@leeds.ac.uk
By: 5 February 2011
Quoting Job Reference number: 321002

If you have any difficulties in e-mailing and completing electronic versions of these forms, we are very happy to receive printed copies by post to **Anne Prendergast, University of Leeds, Beech Grove House, Leeds LS2 9JT.**

Applications should include the following:

- **A completed application form.** If you wish to download an application form allowing you to e-mail your application back please visit <http://www.leeds.ac.uk/hr/forms/index.htm#recruitment>
- **A Curriculum Vitae**
- **Equal Opportunities Monitoring form** found online, please visit <http://tdynamic.leeds.ac.uk/equalopps/>

Replies will be treated in complete confidence.

If you are selected for interview you can expect to hear from the University **not later than 4 weeks** after the closing date. If you are not selected for interview the University will not contact you again.

Right to work

Under Home Office UK Border Agency regulations, employers who wish to appoint a worker from overseas who do not already hold the right to work in the UK under an immigration category (other than those holding Tier 2 certificate status) are required to demonstrate that they are unable to recruit a resident worker. Applications from candidates that require Tier 2 immigration status to work in the UK are welcome and will be considered alongside all other applications. Non-EEA candidates may not be *appointed* to a post if a suitably qualified, experienced and skilled EU/EEA candidate is available to take up the post as the employing body is unlikely, in these circumstances, to satisfy the Resident Labour Market Test. For further information please visit the Home office UK Border Office: (<http://www.ukba.homeoffice.gov.uk/>)

A Criminal Records Disclosure is not required for this position. However, applicants who have **unspent** convictions must indicate this in section 9 of the application form and must declare the nature of the conviction to the Recruitment and Administrative Co-ordinator.

Disabled Applicants

The post is located in the School of Law. Disabled applicants wishing to review access to the building are invited to contact the department direct. Additional information may be sought from Disability Services, e-mail disability@leeds.ac.uk or tel + 44 (0)113 343 3927.

Disabled applicants are not obliged to inform employers of their disability but will still be covered by the Disability Discrimination Act once their disability becomes known.

Data Protection

The information you provide in your application will be used to consider your suitability for the post for which you have applied. If your application is not successful the information will be disposed of confidentially after 9 months. If your application is successful and you are appointed, your information and future data will be processed in accordance with the University's Data Protection Code of Practice. A copy of this code can be obtained from either the University's Human Resources Department or by visiting <http://www.leeds.ac.uk/hr/policy/index.htm>

Health and Safety Responsibilities

You are required to adhere to and comply with the provisions of the Health and Safety at Work Act, related Regulations, and act in accordance with the University's Policy on Health and Safety which can be accessed via <http://www.leeds.ac.uk/safety>

In addition you are also required to co-operate with regard to the implementation of the Health and Safety arrangements and should not interfere with or misuse anything provided in the interest of Health, Safety and Welfare at Work.

For more information on the University and terms and conditions of appointments please visit <http://www.leeds.ac.uk>

To find out what it's like to work at the University of Leeds, view our DVD online at <http://www.leeds.ac.uk/hr/jobs/dvd.htm>

One of the University's key strategic objectives is to "enhance our international performance and standing". International applications for staff vacancies are encouraged and valued. Information for international staff moving to the UK can be found at <http://www.internationalstaff.ac.uk>

Equality and Diversity Statement

The University of Leeds is proud to be a multi-cultural community. We value diversity, and are determined to ensure

- that we treat all individuals fairly, with dignity and respect
- that the opportunities we provide are open to all
- that we provide a safe, supportive and welcoming environment – for staff, for students and for visitors

We recognise that we still have work to do to secure a truly inclusive community, and we are committed to a wide-ranging plan of action to tackle discrimination and to promote diversity.

The Equality and Diversity Statement forms part of the University's Equality and Diversity Policy, which applies to staff and students alike and is available on the University's website at: <http://www.equality.leeds.ac.uk/university-policies/>

The University has published the following policies and codes of practice which are linked to the Equality and Diversity policy. They are also available on the University's website.

- The Race Equality Policy
- The Disability Equality Scheme
- The Gender Equality Scheme
- The Code of Practice on Harassment and Bullying

Further information and advice are available from The Equality Service, Telephone: +44 (0)113 343 3927 or by email to equality@leeds.ac.uk.

Removal Expenses

The University will contribute to removal expenses incurred by new members of Academic and Academic-Related (Professional and Managerial) staff who:

- accept a position for two years duration or more, which is University funded,
- accept a position that has been advertised nationally (this includes the University website and jobs.ac.uk),
- at the time of appointment (i.e. date of letter of appointment) live outside a radius of 25 miles from Leeds (LS2) and who move to within such a distance to take up the post.

Prior to making any travel or removal arrangements please contact your appointing Faculty/Service. Claims may not cover conveyancing or estate agent's fees or other costs involved in the relocation. Members of staff seeking such assistance should contact the Recruitment Service for the details of approved contractors and a copy of the University Removals Policy.

Key Principles

For qualifying staff the University will reimburse the cost of moving **household effects only** (by surface freight), the cost of storage (up to a maximum period of six months) and insurance costs (while effects are in transit or storage). The costs must be reasonable and up to a maximum of £5,000.

Staff joining the University from overseas on a University funded position, may receive full reimbursement of economy class fares for all members of their immediate family i.e. spouse/partner and children, together with reasonable costs for removing household effects by surface freight. Receipted invoices or other appropriate documentation should accompany all claims for removal expenses.

Expenses are normally paid only in respect of an initial appointment and must normally be claimed within 12 months of taking up the appointment.

The University is entitled to recover removal expenses for all staff who, at their own volition, terminate their employment with the University within the first 2 years of their contract. The University will not however seek to recover such expenses from staff granted an *ex gratia* payment on a discretionary basis i.e. staff on University-funded appointments of two years or less or staff on outside-funded appointments.

Pension information

For appointments to academic or professional and managerial grades you will be eligible to join the Universities Superannuation Scheme (USS) and will automatically be entered into this Scheme when you commence employment at the University. Full details of the benefits offered by the Scheme can be found on their website www.uss.co.uk, and more information can also be obtained from the University Pensions Department.

If you are being appointed to a clinical post with the University, you may retain the right to remain in the NHS pension scheme.

If you are an existing University member of staff and are currently on a support grade, you will be eligible to join USS on your appointment to an academic or professional and managerial grade. You may decide to transfer the benefits you have built up in the Pension and Assurance Scheme (PAS) to USS, however this transfer will not be on a year for year basis and you may decide instead to leave these benefits deferred in the PAS scheme. The pensions department will be able to give you further details regarding the options available to you.

If your appointment is to a grade 7 post, in some circumstances it may be possible for you to remain in PAS, please speak to the pensions department for further details.

University of Leeds Single Pay Spine and Grading Structure to 09/10			
Spine Point			Salary from August 2009 (0.5%)
60		*	72,459
59		*	70,348
58		*	68,299
57			66,310
56		10	64,379
55			62,505
54			60,684
53			58,917
52	*		57,201
51	*		55,535
50	*		53,918
49			52,347
48	9		50,822
47			49,342
46		*	47,905
45		*	46,510
44		*	45,155
43			43,840
42		8	42,563
41			41,323
40			40,119
39	*		38,951
38	*		37,839
37	*		36,715
36			35,646
35	7		34,607
34			33,600
33			32,620
32		*	31,671
31		*	30,747
30		*	29,853
29			28,983
28		6	28,139
27			27,319
26			26,523
25	*		25,751
24	*		25,001
23	*		24,273
22			23,566
21	5		22,879
20			22,236
19		*	21,565
18		*	20,938
17		*	20,327
16			19,743
15		4	19,185
14			18,643
13	*		18,117
12	*		17,606
11	*		17,111
10			16,629
9	3		16,161
8		*	15,719
7		*	15,292
6		*	14,942
5			14,550
4		2	14,170
3			13,856
2			13,498
1			13,150

***Discretionary Increments** - Progression through these salary points is on the basis of sustained exceptional contribution awarded through the Contribution Pay Exercise