

POSITION DESCRIPTION

Postdoctoral Fellow in Psychological Criminology

Reports to:	Head of School, Te Kura Whatu Oho Mauri School of Psychological and Social Sciences
Division:	Te Wānanga o Ngā Kete Division of Arts, Law, Psychology, and Social Sciences
Tenure:	Fixed-term (0.5 FTE)
Location:	Hamilton/Remote
Date:	16 October 2026

Vision

Ko te tangata

A research-intensive university providing a globally connected, innovative and inclusive student experience in an environment characterised by a commitment to diversity, respect for Indigenous knowledge, and high levels of community engagement.

Values

Ko te mana o Te Whare Wānanga o Waikato ka herea ki tō tātou:

- Tū ngātahi me te Māori
- Mahi pono
- Whakanui i ngā huarahi hou
- Whakarewa i te hiringa i te mahara

The University of Waikato places a high value on:

- Partnership with Māori
- Acting with integrity
- Celebrating diversity
- Promoting creativity

1. GENERAL

Te Wānanga o Ngā Kete the Division of Arts, Law, Psychology and Social Sciences (ALPSS) is a large and dynamic Division that includes Te Kura Toi the School of Arts, Te Kura Whatu Oho Mauri the School of Psychological and Social Sciences, and Te Rākau Kotahi the School of Law, Politics, and Philosophy. The Division also has one research institute, Te Ngira the Institute for Population Research (IPR) and one research centre, Te Puna Haumaruru Centre for Security and Crime Science.

October 2026

Te Puna Haumarū has a strong focus on both research and teaching in security and crime science and psychological criminology, covering diverse interests, methods, and settings. Professor Tom Roa gifted us the name Te Puna Haumarū to reflect our values and vision of being a source of safety and security. Key goals for Te Puna Haumarū are to:

- Pursue excellence in scholarship by providing a creative, supportive, and questioning environment for learning.
- Produce high-quality research and scholarship that will improve efforts to reduce crime and harm in New Zealand and enhance the reputation of Te Puna Haumarū and the University both locally and internationally.
- Provide an environment that serves the educational needs of Māori communities locally and nationally.
- Offer high-quality training to prepare students for career opportunities in crime prevention.

Staff within Te Puna Haumarū are members of Te Kura Whatu Oho Mauri. Within the school, they teach papers for the undergraduate subjects of crime science and forensic psychology, and the postgraduate subjects of security and crime science and psychology.

2. POSITION PURPOSE

The Postdoctoral Fellow in Psychological Criminology is a postdoctoral academic appointment funded by the Horizon Europe project ONLIVES. The Fellow will have a strong interest in the research area of extremism and terrorism, be expected to participate in applicable duties within the School/Division and potentially contribute to undergraduate and postgraduate teaching where appropriate. The Fellow will work under the supervision of one or more senior academics.

3. ACCOUNTABILITY

The Postdoctoral Fellow in Psychological Criminology is responsible to the Vice-Chancellor through their Head of School who in turn is responsible to the Vice-Chancellor through the appropriate Pro Vice-Chancellor.

4. KEY RELATIONSHIPS

Pro Vice-Chancellor
Head of School
Centre Director
Other Division staff including Teaching Assistants and Sessional Assistants
Students
External stakeholders

5. KEY RESPONSIBILITIES

Having regard to the aims, objectives and long-term strategic goals of the Centre, School, Division, and University, the primary objectives required of a Postdoctoral Fellow include:

- Conduct high-quality research related to the ONLIVES research project and contribute to knowledge development through scholarship, publication and conference and public presentations.
- Follow and fulfil the requirements of the ONLIVES research project.
- Participate as a new scholar in the School of Psychological and Social Sciences.
- Collaborate with academic colleagues and relevant external stakeholders.

- Contribute to teaching in undergraduate and postgraduate programmes as a guest lecturer where appropriate.
- Participate in the maintenance of a safe and healthy work environment for self and others including students. Comply with and undertake responsibilities set out in the University's Health and Safety Policy.
- Any other duties as required that are consistent with the position held, other than in exceptional circumstances such as rehabilitation after injury or sickness.

NOTE: Staff have annual objectives, development and reflection (ODR) meetings with their manager. New staff normally attend such a meeting approximately three months after taking up their appointment.

6. PERFORMANCE STANDARDS

The Postdoctoral Fellow in Psychological Criminology will be performing satisfactorily when:

- Research is carried out as planned, to high standards of rigour, and project milestones are achieved.
- Expertise in the research area is disseminated and available to University staff, students and stakeholders as agreed with project lead.
- Contributions made to administration and other School/Division activities demonstrate initiative, engagement and collegiality.
- Relevant collaborations, partnerships and relationships are developed.
- Safe and healthy work practices are followed. University policies, procedures, relevant work standards and statutory obligations are complied with.

PERSON SPECIFICATION

EDUCATIONAL QUALIFICATIONS

Essential

- PhD in a relevant discipline such as criminology, sociology, psychology, political science, security studies or a related field.

TRAINING, SKILLS AND KNOWLEDGE

Essential

- Demonstrated research expertise in radicalisation, violent extremism and/or terrorism, evidenced through research, publications or other scholarly outputs.
- Strong knowledge of relevant theories, concepts and empirical research regarding the drivers, processes and contexts of radicalisation and extremist behaviour.
- Demonstrated aptitude for rigorous and systematic research, including the ability to critically evaluate evidence, develop transparent analytical approaches and synthesise complex information.
- Experience in qualitative and/or quantitative research, with strong analytical and interpretive skills.
- Excellent academic writing and communication skills, including the ability to communicate complex research findings to diverse audiences.
- Strong organisational skills and the ability to independently manage research activities, coordinate competing priorities and meet deadlines.

Preferred

- An established publication record
- Experience conducting systematic reviews, rapid evidence assessments or other forms of structured evidence synthesis.
- Knowledge of emerging forms of extremism, including ideological hybridity, online radicalisation and the intersections between extremism and other forms of criminality.
- Familiarity with futures and foresight methodologies, including Delphi studies, horizon scanning or systems mapping.
- Experience working across disciplinary boundaries or integrating different theoretical and methodological perspectives.
- Experience coordinating or supervising Research Assistants or junior researchers.
- Experience engaging with practitioners, policymakers or other non-academic research partners.

PERSONAL QUALITIES

Essential

- Intellectual curiosity, open-mindedness and a willingness to critically engage with different perspectives and emerging ideas.

- A strong commitment to research rigour, accuracy and transparency, with excellent attention to detail.
- An enthusiasm for learning and applying new research methods and developing methodological expertise.
- Intellectual independence, initiative and sound judgement, combined with a willingness to seek and respond constructively to feedback.
- Excellent interpersonal skills and a collaborative, collegial approach to working with others.
- Adaptability, resilience and the ability to work constructively with uncertainty and evolving research priorities.
- Professional integrity, ethical sensitivity and a responsible approach to researching complex and potentially sensitive topics.