

POSITION DESCRIPTION

Teaching 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 (3 years)
Location:	Hamilton
Date:	August 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 Haumarū Centre for Security and Crime Science.

August 2026

Te Puna Haumaru 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 Haumaru to reflect our values and vision of being a source of safety and security. Key goals for Te Puna Haumaru 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 Haumaru 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 Haumaru 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 Teaching Fellow in Psychological Criminology is a teaching-focused academic role, appointed on a three-year fixed-term basis, to provide teaching continuity and capacity while covering a Royal Society Tāwhia te Mana Tūāpapa Future Leader Fellowship. The role is primarily focused on the design, coordination, and delivery of high-quality undergraduate and postgraduate teaching in psychological criminology and related areas within crime science. We define Psychological Criminology as a multidisciplinary field that focuses on the psychology of criminal behaviour, including the development, maintenance, and reduction of involvement in criminal lifestyles and crime events.

The Teaching Fellow will contribute to an inclusive, engaging, and research-informed learning environment that supports diverse learners and prepares students for applied careers and further study. While the role does not carry expectations to develop an independent research programme, the Teaching Fellow is expected to maintain scholarly engagement relevant to their teaching and discipline, such as through completing a Ph.D. in a relevant discipline.

We encourage applications from all suitably qualified candidates who can contribute to Te Puna Haumaru's values and vision as outlined above.

3. ACCOUNTABILITY

The Teaching Fellow 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 Teaching Fellow include the following:

Teaching and Learning

- Preparing and delivering research-informed lectures and/or seminars and, as appropriate, conducting and/or co-ordinating practical classes, demonstrations, or workshops.
- Contributing to or being responsible for paper co-ordination and delivery. Examples of activities include paper administration; supervising Teaching Assistants and Sessional Assistants, initiating, developing, and updating learning materials; and reviewing and evaluating programmes and papers.
- Marking and assessment activities including setting examinations.
- Being readily available to advise and meet with undergraduate and postgraduate students.

Research

- Maintaining scholarly engagement sufficient to ensure teaching remains current, rigorous, and informed by contemporary research, policy and practice.
- Engaging with the scholarship of teaching and learning and/or applied disciplinary scholarship relevant to psychological criminology.

Service and Administration

- Participating in professional, community, or iwi engagement activities relevant to teaching and the student experience.
- Broad administrative functions including active and constructive participation at Centre, School, Division, and University meetings or committees, consistent with a teaching-focused workload.

Other

- Participating in the maintenance of a safe and healthy work environment for self and others including students. Complying with and undertaking responsibilities set out in the University's Health and Safety Policy.
- Any other duties 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 Teaching Fellow in Psychological Criminology will be performing satisfactorily when:

- Teaching and associated duties are fulfilled to a high level as defined by School and Division norms and expectations, including through paper appraisal and teaching evaluation.

- Student learning, at all levels, is appropriately facilitated in accordance with School, Division, and University goals and objectives.
- Regular contributions are made to Centre/School/Division administration, as appropriate, relative to workload norms and expectations.
- Safe and healthy work practices are followed. University policies and procedures and relevant work standards and statutory obligations are complied with.

PERSON SPECIFICATION

EDUCATIONAL QUALIFICATIONS

Essential

- An educational background (e.g., Bachelors or Honours degree) in a subject area that is relevant to reducing crime and improving community safety in New Zealand in the future.

Preferred

- Enrolment in a PhD in a relevant discipline.

TRAINING, SKILLS AND KNOWLEDGE

Essential

- Demonstrated ability to master existing and new theories, models, and approaches in the relevant field of expertise.
- Demonstrated success in undergraduate and postgraduate teaching, including the ability to lecture to large numbers and conduct small group seminars effectively.
- A proven ability to communicate effectively with students and staff.
- Ability to apply new information and communication technologies to achieve desired outcomes.
- An interest and willingness to contribute to Centre, School, Division, and University administration matters.

Preferred

- Demonstrated commitment to using innovative teaching methods and materials (e.g., new technologies, online delivery techniques, team teaching).

PERSONAL QUALITIES

Essential

- Self-motivation and a pro-active approach including a demonstrated commitment to innovation.
- Ability to relate effectively and sensitively to students and staff from a variety of backgrounds and cultures.
- A commitment to a culture of openness, flexibility and cooperation to achieve excellence in academic programmes, research and service.
- A commitment to equal opportunity and to the University's partnership with Māori as intended by the Treaty of Waitangi.
- Demonstrated capacity to work effectively as a member of a team.
- Proven ability to maintain a professional approach.
- Strong time management skills.
- Excellent attention to detail. Applicants should address the position description in their cover letter.