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Immersive Learning Developer x2 - 1x Full-Time 1x Part-Time

College of Policing

Apply before 11:55 pm on Sunday 15th March 2026



Reference number

449866

Salary

£35,074

£35,074

All salary uplifts are subject to the annual central pay remit. Time-served pay progression does not apply. Those based within the M25 boundary will receive an additional London allowance of £5,038 per annum.

A Civil Service Pension with an employer contribution of 28.97%

Job grade

Senior Executive Officer
2B

Contract type

Permanent

Type of role

Other

Working pattern

Flexible working, Full-time, Part-time

Number of jobs available

2

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Location

This post can be based at our sites in either Ryton-on-Dunsmore (CV8 3EN) or Durham (DL15 8DS). It will require frequent travel to all College of Policing sites and law enforcement organisations across the United Kingdom as well as frequent travel to delivery sites alone, to scope the feasibility of Hydra deliveries and report findings.

About the job

Job summary

This post can be based at our sites in Ryton-on-Dunsmore (CV8 3EN) or Durham (DL15 8DS). Will require frequent travel to all College sites, law enforcement organisations across the UK, frequent travel to delivery sites alone, to scope the feasibility of Hydra deliveries and report findings.

This post is open to applicants who can meet the College's nationality, UK residency and vetting requirements.

About us:

Our mission is: **Leadership, Standards, Performance**. This guides our work with individuals, forces, and policing partners towards our vision. We exist to support police officers, police staff and volunteers to deliver the best service to the public. Only through high quality leadership, consistent standards and continual performance improvement can everyone in policing reach their full potential. Our mission guides our work with individual, forces and partners towards our vision.

Although we are a relatively small organisation, our work has a big reach. We are uniquely placed to work both with national policing organisations and local forces to support frontline officers, staff and volunteers in their day-to-day roles.

We offer a supportive and inclusive environment for people to thrive. Our extensive flexible-working policy, employee wellbeing support, family friendly policies, employers' network for equality and inclusion membership (ENEI silver award winners), and status as a disability confident leader means everyone can bring their whole self to work.

Additional Information:

We recruit by merit on the basis of fair and open competition, as outlined in the Civil Service Commission's recruitment principles.

Due to our status as Public Servants, we are not eligible to participate in the Civil Service transfer process. Therefore, while successful candidates can transfer in on their existing terms and conditions, any subsequent transfer out of the College to the Civil Service cannot be guaranteed on existing terms and conditions, and new starter/modernised terms may apply.

The College embraces diversity and promotes equal opportunities. As such, we comply with the Disability Confident Scheme (DCS) and apply the minimum selection criteria at sift stage of the recruitment process.

Our vetting

If you are successful at interview, you will be required to undertake pre-employment security checks. You will be sent a security questionnaire which must be accessed within 24 hours.

Please note, these checks can take up to 10 weeks. You will only be offered a start date when checks are completed. If the outcome of these checks is not satisfactory, your recommendation for employment will be withdrawn.

Job description

Develop and deliver all aspects of Immersive Learning which engage the learner in realistic and interactive environments, to meet national learning standards and to improve critical incident decision making for all policing professionals.

Working in partnership to provide or enable support to those working in policing, through setting standards, sharing knowledge and good practice and supporting professional development. Contribute to improving knowledge and practice within a College professional community. Offer practical support for policing in line with the College strategies and business plan.

Person specification

Some of your responsibilities will include:

- Lead and manage complex immersive learning projects, provide regular updates on progress, risk, and issues in order to ensure projects are

completed on time, to agreed requirements within a defined budget and quality parameters.

Scope and design effectively to replicate evidence based operational and investigative strategy to incorporate prevailing legislation, policy and professional practice, building credible and realistic immersive learning solutions from storyboard through to delivery stages. In doing so take ownership for all Immersive Learning Solutions to agreed specification.

As exercise director, deliver and facilitate the running of immersive learning products including : Improving strategic, operational, and tactical decision making risk management and handling of critical incidents, major events and serious crimes. Deliver training when required while also providing technical advice and guidance to SME's. Promote the Immersive Learning concept to internal and external SME's and trainers to support effective provision and delivery of all Immersive Learning solutions.

Take responsibility for developing in-force immersive learning solutions. Representing the college, provide high level advice, guidance, and assistance to ensure high quality provision of immersive learning products, resolve shortfalls and promote the national roll out of College Immersive Learning products.

To be successful in this role you ll need:

To lead the successful design and development of training and/or learning and development products using a variety of evidence-based approaches and delivery solutions including an excellent understanding of immersive learning

Have proven experience in the concepts of learning theory and methodology, ideally in adult learning, to meet specifications for enhancing knowledge and understanding and changing performance and behaviours

Ability to work in a pressurised environment dealing with a range of tasks simultaneously

Excellent interpersonal skills with the ability to influence, challenge and build effective working relationships with internal and external senior stakeholders and staff to achieve timely results

Please see the attached job description which contains full details of the role.

Behaviours

We'll assess you against these behaviours during the selection process:

Delivering at Pace

Developing Self and Others

Working Together

Technical skills

We'll assess you against these technical skills during the selection process:

Developing multimedia to support adult learning.

Benefits

Alongside your salary of £35,074, College of Policing contributes £10,160 towards you being a member of the Civil Service Defined Benefit Pension scheme. Find out what benefits a Civil Service Pension provides.

College staff have Public Servant status. As a Public Servant, you are eligible to join the Civil Service Defined Benefit Pension Scheme.

The College is a great place to work. We're passionate about our people and offer a wide range of benefits, including (but not limited to):

Defined benefit pension scheme with an average employer contribution of 28.97%

Up to 31.5 days holiday (this is in addition to 8 public holidays and 1 privilege day)

Continued professional development and structured career paths

Enhanced maternity, paternity and adoption leave

Flexi-time (for certain grades)

Benenden Healthcare

National Dental Plan

Discounts for on-line shopping

Free employee support line
Interest free season ticket loans
Rewards and recognition scheme
Learning and development tailored to your role.
An environment with flexible working options.
A culture encouraging inclusion and diversity.

We also have a number of thriving staff networks that provide the opportunity for advice, support and to drive change. A place to get your voice heard, share experiences and challenge our working practices to ensure equality of opportunity for all.

For more information about our benefits and staff networks, visit [What we offer as an employer , College of Policing](#)

Things you need to know

Artificial intelligence

Artificial intelligence can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually accurate and taken directly from your own experience. Where plagiarism has been identified (presenting the ideas and experiences of others, or generated by artificial intelligence, as your own) applications may be withdrawn and internal candidates may be subject to disciplinary action. Please see our [candidate guidance \(opens in a new window\)](#) for more information on appropriate and inappropriate use.

Selection process details

This vacancy is using [Success Profiles \(opens in a new window\)](#), and will assess your Behaviours, Experience and Technical skills.

This post is open to applicants who can meet the College's nationality, UK residency and vetting requirements.

Vacancy reference: 7022 7072

Anticipated interview dates: Week Commencing 13th April 2026

The closing date for this vacancy is Sunday 15th March 2026, we reserve the right to close this vacancy early if a high volume of applications is received.

There are 2 roles available, 1x full-time and 1x part-time (22.2 hours).

Internal applicants who are at risk of redundancy or in need of redeployment and pass the recruitment process, will be given priority over other applicants.

An initial sift based on the lead Behaviour Developing Self and Others may be held if a large number of applications are received. Candidates who pass the initial sift may be progressed to a full sift or progressed straight to assessment/interview.

How to apply and contact information:

For further information visit our [Work for us](#) page.

What it's like working at the College of Policing

If you would like to discuss the role in more detail, please contact Carolann Wheatcroft (Carolann.Wheatcroft@college.police.uk), Immersive Learning & Standards Manager or Bhav Chamaneri (Bhav.Champaneri@college.police.uk), Immersive Learning Developer

Artificial Intelligence can be a useful tool to support your application, however, all examples and statements provided must be truthful, factually accurate and taken directly from your own experience. Where plagiarism has been identified (presenting the ideas and experiences of others, or generated by artificial intelligence, as your own) applications may be withdrawn and internal candidates may be subject to disciplinary action. Please see our [candidate guidance](#) for more information on appropriate and inappropriate use.

We believe that a diverse workforce brings many benefits to the organisation including diversity of thought and improvements to the way we work internally and with partners and communities. We strive to be fully inclusive

but we know there is more to do. We genuinely encourage people from all backgrounds and underrepresented groups to apply for this role.

We want to continually improve our recruitment processes and to remove any barriers to equal opportunities that could disadvantage those from particular backgrounds. In order for us to have the information to do this, we ask you to please complete the diversity section of the online application process. We use a blind shortlisting process and we hope that by using this method we will be able to promote greater diversity in our workforce and remove any subconscious decisions based on biases.

The College is committed to support the Greening Government Commitment and reducing our Environmental impact. We have a dynamic Environmental Management Plan in place which encompasses various objectives, including our pledge to reduce business travel. To support our green agenda we have, in phase one, installed Electric Vehicle Charging Points at our sites in Ryton (12 points) and Harperley Hall (4 points) alongside two at our Harrogate office. We encourage employees to become an Environment Champion to help with promoting and delivering our Environmental Management Plan. Our One Step Greener approach encourages all College staff to make small changes to create a better future for everyone.

Please note that in order to work for the College of Policing you must have the Right to Work in the UK with indefinite leave to remain. In addition, you will also be required to provide an address history in the UK for the preceding 5 years.

Feedback will only be provided if you attend an interview or assessment.

Security

Successful candidates must meet the security requirements before they can be appointed. The level of security needed is [security check \(opens in a new window\)](#).

[See our vetting charter \(opens in a new window\)](#).

People working with government assets must complete [baseline personnel security standard \(opens in new window\)](#) checks.

Nationality requirements

This job is broadly open to the following groups:

UK nationals

nationals of the Republic of Ireland

nationals of Commonwealth countries who have the right to work in the UK

nationals of the EU, Switzerland, Norway, Iceland or Liechtenstein and family members of those nationalities with settled or pre-settled status under the [European Union Settlement Scheme \(EUSS\) \(opens in a new window\)](#)

nationals of the EU, Switzerland, Norway, Iceland or Liechtenstein and family members of those nationalities who have made a valid application for settled or pre-settled status under the European Union Settlement Scheme (EUSS)

individuals with limited leave to remain or indefinite leave to remain who were eligible to apply for EUSS on or before 31 December 2020

Turkish nationals, and certain family members of Turkish nationals, who have accrued the right to work in the Civil Service

[Further information on nationality requirements \(opens in a new window\)](#)

Working for the Civil Service

The [Civil Service Code \(opens in a new window\)](#) sets out the standards of behaviour expected of civil servants.

We recruit by merit on the basis of fair and open competition, as outlined in the Civil Service Commission's [recruitment principles \(opens in a new window\)](#).

The Civil Service embraces diversity and promotes equal opportunities. As such, we run a Disability Confident Scheme (DCS) for candidates with disabilities who meet the minimum selection criteria.

Diversity and Inclusion

The Civil Service is committed to attract, retain and invest in talent wherever it is found. To learn more please see the [Civil Service People Plan \(opens in a new window\)](#) and the [Civil Service Diversity and Inclusion Strategy \(opens in a new window\)](#).

Apply and further information

This vacancy is part of the [Great Place to Work for Veterans \(opens in a new window\)](#) initiative.

Once this job has closed, the job advert will no longer be available. You may want to save a copy for your records.

Contact point for applicants

Job contact :

Name : College of Policing Recruitment Team

Email : recruitment@college.police.uk

Recruitment team

Email : recruitment@college.police.uk

