

PERSON SPECIFICATION

Job title	Criminal Justice Interventions Coach
Hours	Maternity Cover 35 hrs £27,300
Reports	Criminal Justice Service Manager

Evidence of meeting the selection criteria will be assessed via: application(A) interview/exercise(IE) or during probation period(P)	Α	IE	Р
The person will have the following qualifications, knowledge, experience, skills and abilities:			ı
 Relevant degree or professional qualification (NVQ level 4 minimum) in a related field (e.g. Criminology, Management, Probation, Health Care, Social Work, equivalent overseas qualification). 	x	х	х
PTTLS Level 3-4 or equivalent		×	
Experience of working with socially excluded adults.	Х	Х	х
 Experience of developing and maintaining partnerships and professional relationships with agencies in voluntary, private and public sectors. 	x	х	х
 Experience of working to set policies and procedures. 	X	х	х
Experience of working in an environment that requires confidentiality.	X	х	х
Experience of working in an environment that is health and safety conscious.	X	Х	Х
 Excellent interpersonal skills; ability to recognise and respond appropriately to situations requiring tactful or diplomatic handling. 	x	х	Х
 Assessment, Care Planning and Risk Assessment Skills. 	X	X	X
Ability/experience of maintaining clear professional boundaries.	X	X	X
Ability to work creatively to motivate and support individuals.	X	X	X
Understanding of trauma informed and trauma responsive practice.	^	^	^
 Knowledge of the causes of multiple exclusion and gender bias within Criminal Justice System. 	X	х	Х
 Ability to work within a busy environment, managing broad demands. 	Х	х	х
Able to build rapport, and develop relationships with internal and external stakeholders at all levels.	x	x	х
stakeholders at all levels.	X	x	x

V1: 04/21

•	Computer Literate [Outlook, Word, Excel, PowerPoint].					
		Х	Х	Х		
•	Good organisational skills.	Х	Х	Х		
•	Commitment to the values of A Way Out.		Х	Х		
•	Commitment to detail, ensuring all work is accurate, concise and understandable.	Х	х	Х		
•	Commitment to equality and diversity.		х	х		
•	Understanding of how to work within professional boundaries.	Х	Х	Х		
•	Willing to work in cooperation with team members.	х	х	Х		
•	Willing to work flexibly within their role.	х	х	Х		
•	Emotionally resilient, with good self-care and self-awareness.	Х	х	х		
•	Passion to support people to build on their assets and avoid re-offending .	Х	Х	Х		
•	Excellent Interpersonal skills that enable you to work with people at all levels, motivate others and change people's attitudes when necessary.	Х	Х	X		
•	Experience of the development of new programme and learning materials.					
•	Experience of the evaluation and development of learning and programme materials.	Х	X	X		
•	Creativity and ability to adapt and develop methods of learning that inspire and	X	Х	Х		
	engage.		Х	Х		
•	Knowledge of criminal justice system and methods of effective practice.					
•	Full UK Drivers licence, and use of a car and willingness to transport Service Users (Covid allowing).	Х		Х		
•	Commitment to ongoing personal, and professional development .					
The following would be desirable:						
•	Experience of working with people with multiple and complex needs.	Х	Х	Х		
•	Experience of working within the Criminal Justice System	Х	х	Х		
•	Experience of delivering group work.	-				
•	Experience of working with families.	Х	Х	Χ		

open to female applicants only. The successful applicant will be subject to an enhanced DBS check.