

EMPLOYEE SPECIFICATION: Justice Worker (Generic)

Council Core Competencies

<p>These Council Core Competencies apply to all positions: Being Customer/Client Focused Working Effectively with Others Managing Change Taking Ownership and Responsibility Communicating Effectively Planning and Decision Making</p>
<p>These Council Core Competencies apply to positions with responsibility for managing people or resources: Leading Others Managing Performance and Developing others Political Sensitivity</p>

	Essential	Desirable
Experience	<p>Undertaking face to face Interviews with people who have complex needs and managing a case load.</p> <p>Experience of working in partnership with other agencies.</p> <p>Experience recording information on systems and/or databases.</p> <p>Experience/understanding of, or willingness to learn about pro-social modelling techniques and evidence-based practice in relation to people involved in Justice services.</p> <p>Experience of working with individuals with complex needs, who experience emotional distress and display challenging and behaviour.</p>	<p>Experience of working with people who have had contact with the criminal justice system.</p> <p>Experience of working with people who have experienced difficulties as a result of substance use, mental health and past trauma</p> <p>Experience of group work</p>
Knowledge, Skills and Understanding	<p>Excellent communication and interpersonal skills – verbal, non-verbal and written</p> <p>An understanding of the Justice System, in particular community</p>	<p>A knowledge of services available to meet the needs of people involved with Justice such as health, housing, benefit</p>

	<p>sentences and supervision expectations of local social work services.</p> <p>IT skills and use IT recording systems and databases</p> <p>An understanding of the issues surrounding social inclusion for women</p> <p>Ability to work in a multi -agency partnerships</p> <p>Ability to show initiative and work towards achieving agreed standards, in a fast-paced environment</p> <p>An understanding of the issues surrounding working with people with complex needs who may have experienced trauma</p>	<p>advice and substance use agencies</p> <p>Understanding of the impact of trauma</p> <p>Understanding of the impact of domestic abuse</p> <p>Understanding of adult and child protection</p>
Qualifications and Training	HNC in Social Care plus extensive experience in a care or Justice setting	
Job Specific Requirements	Occasional evening and weekend work.	
<p>Applicants should always check the Job Vacancy Summary for any specific Employee Specification Requirements for the advertised vacancy.</p>		