

EMPLOYEE SPECIFICATION: Justice Worker (Generic)

Council Core Competencies

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	
These Council Core Competencies apply to positions with responsibility for managing people or resources: Leading Others Managing Performance and Developing others Political Sensitivity	

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

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