**Community Justice Scotland**

Ceartas Coimhearsnachd Alba

Caledonian National Trainer and Advisor

Recruitment Pack

March 2021

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**1 Overview**

Launched on 1 April 2017 by the Community Justice (Scotland) Act 2016, Community Justice Scotland (CJS) is the national body for community justice in Scotland. Find out more: <https://communityjustice.scot/>

* We provide leadership, training and insight to support partners to prevent offending and reduce the number of future victims.
* We work to change the conversation about justice, increasing understanding and support for what will make Scotland better for all of us.
* We give expert evidence and detailed briefings to parliament, helping to shape laws and policies to be the best they can for everyone in our community.
* We work with our partners and help drive change by identifying improvements and challenges in our community justice system.
* We identify worldwide expertise, best practice, and introduce fresh ideas which inspire innovation and change.

Our vision is to make Scotland a safer place to live by leading and promoting world-class standards of community justice. This will only be possible with support from across our society, including from partners, third sector, those impacted by the justice system, the public and beyond.

**Role: Caledonian National Trainer and Advisor**

**Salary: £38,541**

**Contract**: **Permanent**

2 **Your role: your strengths**

The Caledonian National Trainer and Advisor is a key role in Community Justice Scotland. As a national trainer and advisor you will have significant knowledge and understanding of the Caledonian system and will have extensive experience in delivery of the system. You will be able to support local authorities and stakeholders with best practice advice. You will have excellent time management, organisational skills and an ability to deliver multiple projects at pace.

The post will also work closely with the Violence against Women and Girls Justice Unit within the Justice Directorate of the Scottish Government. The Unit has lead responsibility for policy areas which relate to the justice system and gender based violence.

**To make lasting positive changes to our communities you will:**

The successful candidate will provide professional and practice advice in relation to delivery of all aspects of the Caledonian System to new and existing authorities.

You will have the ability to work collaboratively to produce innovative learning and development approaches that help us to progress towards achieving our outcomes. You will also contribute to the national development of the Caledonian System by engaging with stakeholders and working with colleagues to identify and anticipate emerging learning needs and implement key learning priorities. This post requires you to use a wide range of analytical, organisational, facilitation and communication skills.

**To ensure that we help people across Scotland to achieve their potential you will have:**

**3 Essential**

* Experience of delivering The Caledonian System
* Experience of working in a Justice Social Work setting
* Knowledge and understanding of trauma informed practice
* Motivated and well organised with the ability to take responsibility for managing own diverse workload
* Working in multiagency partnerships
* Ability to communicate complex ideas concisely in engaging and compelling ways
* Experience of embedding equality, diversity and inclusion principles and research within learning and development activity
* Acts as a role model for continuous learning by reflecting on own practice and seeking improvement and development opportunities that support the creation of a learning culture
* Willingness and availability to travel to deliver training

**4 Desirable**

* + Experience of working at both local and national levels
  + Working knowledge of the Scottish justice system
  + Ability to design and deliver learning interventions that use digital technologies and a range of creative facilitation approaches as part of a learning blend
  + A track record in collaborating to lead the design of critical and innovative learning interventions
  + Creating training programmes that are aligned with the organisational objectives and national strategies

**5 Flexible Working**

CJS offers flexible working. We are based in Edinburgh and currently remote working in line with Scottish Government advice.

The Caledonian National Trainer and Advisor would be expected to travel to deliver training.

**6 How to Apply**

Please send us your CV and a covering letter that details how you meet the criteria for the post.

**If you have any questions, please do not hesitate to get in touch via at**

[HR@communityjustice.scot](mailto:HR@communityjustice.scot)

**Closing date for applications is Tuesday 23 March at 5:00 pm**

**Interviews will take place via Zoom on the 29th and 30th March. Candidates who are successful in securing an interview will be informed on 25th March. As part of the interview process you will be expected to provide a micro training session on a topic of your choice for no longer that 10 minutes**.

**Any questions you can contact Nina Rogers, Head of People on 07557 647 849.**

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