

National Joint Investigative Interviewing Team

Project Officer Recruitment Pack

Dear Candidate,

Thank you for your interest in this post.

Social Work Scotland is the professional body for social work managers and leaders. We are a membership organisation with over 350 individual and corporate members. We exist to promote and support the development of the social work profession, and to inform, influence and improve public policy and public services.

Alongside a core team based in Edinburgh, Social Work Scotland support several projects, including the National Joint Investigative Interviewing Team, based at the Scottish Police College at Tulliallan.

We have an exciting opportunity for a qualified and experienced practitioner to join a multi-agency team with a remit to deliver the National Joint Investigative Interviewing Training Programme, for the Scottish Child Interview Model, a new approach to joint investigative interviews.

The Scottish Child Interview Model (SCIM) is a fundamental aspect of the national Bairns' Hoose model. The SCIM model is trauma-informed, keeps the needs and rights of children at the centre of the process and achieves best evidence through robust planning and interviewing techniques.

We are seeking a dynamic individual, able to work in a secondary setting and uphold and teach the core social work values within the context of child protection. Work of the National Team contributes directly to policy and practice developments in the wider children's services landscape, including, but is not limited to, The Promise, UNCRC, Bairns' Hoose, Age of Criminal Responsibility and implementation of the National Guidance for Child Protection in Scotland.

The successful candidate will deliver the training programme to police and social work practitioners, support the programme of ongoing practice evaluation and contribute to ongoing development of the programme. Experience of working from evidence and relationship-based perspective in the field of child protection in Scotland is essential, as is a sound grounding in social work legislation and principles, and evidenced practice in improving outcomes for children.

The successful candidate should be an experienced practitioner, committed to work on a multi-agency basis, applying trauma informed practice and focused on the voice of the child and family, and with experience or evidence of capacity in relation to training.

To apply for this post, **please submit a completed application form.**

Please find included in this pack:

1. Key information, including contact details and summary of the recruitment process

2. Information about Social Work Scotland
3. Job description
4. Person specification

Completed application forms should be sent to admin@socialworkscotland.org by **11:59pm on Sunday 16 March 2025.**

I look forward to hearing from you.

Corinne Groeneveldt

Operations Manager, Social Work Scotland

1. KEY INFORMATION

Employer	Social Work Scotland Ltd. Norton Park, 57 Albion Road, Edinburgh, EH7 5QY
Work location	Scottish Police College Tulliallan Castle, Kincardine FK10 4BE There will be some potential for home working, and it will also be necessary to travel to other locations to deliver training etc.
Position type	Full time (35 hours per week)
Salary	£51,774 per annum.
Contract	Fixed-term contract of 1 year, with indicative funding for a second year (Secondments will be considered) All posts at Social Work Scotland are subject to a probation period, the precise length of which will be indicated in an offer letter.
Our commitment to equality, inclusion and diversity.	We are an equal opportunities employer, and we are committed to building an inclusive workplace where everyone is treated fairly and respectfully. We particularly encourage applications from care experienced, disabled and people from ethnic minority backgrounds. We believe flexibility is important, and we're happy to chat to you about flexible and remote working. If you need any adjustments in our interview process, then please let us know too.
Pension	Auto enrolment pension provided by The People's Pension, with an employer's contribution of 6% and an employee contribution of 5% as standard. (Pension contributions may be made to existing pension schemes on request.)
Equipment provided	Laptop Other IT and/or communications equipment necessary for home working. Social Work Scotland will also provide, where appropriate, equipment to meet specific, individual needs.

Benefits	<p>Flexible working arrangements, in respect of the structure of your working week.</p> <p>We also offer salary sacrifice schemes for:</p> <ul style="list-style-type: none"> • Bike to Work, including Cycle Miles
Start date	As soon as possible following a formal offer of the post.
Application process	<p>To apply, please provide a completed application form, including details of two work or education related references.</p> <p>Completed application forms should be sent to: admin@socialworkscotland.org by <u>11:59pm on Sunday 16 March 2025.</u></p>
Interviews	<p>Interviews will be held in person on the 1st of April 2025 (may be subject to change) at Tulliallan.</p> <p>Shortlisted candidates will be invited for a 45 -60 min interview involving a mix of experience and competency-based questions. Candidates will also be asked to prepare a short presentation, the details of which will be provided in advance.</p> <p>The successful candidate will be invited to a follow up meeting with members of the Social Work Scotland team and National JII team prior to an agreed start date.</p> <p>Two references will be requested following a successful interview.</p>
Contact information	<p>If you have any questions, please contact: admin@socialworkscotland.org</p>

2. ABOUT SOCIAL WORK SCOTLAND

Who are we and what do we do?

Social Work Scotland is the professional body for social work managers and leaders. We are a membership body, with members coming from across the public, private and voluntary sectors. We exist to promote and support the development of the social work profession, and to influence and inform public policy affecting social workers, social services and local communities.

Upholding the values which underpin the social work profession, we give importance to every individual's experience and voice and seek to make social justice real through all that we do. We embrace change and encourage collaboration. We are committed to creating opportunities for our members and team through which individuals can develop as compassionate, creative and effective leaders.

We particularly encourage applications from care experienced, disabled and people from ethnic minority backgrounds, as these groups are underrepresented throughout the social work profession.

Our core objectives (as set out in Social Work Scotland's Articles of Association)

- a) Pursue social justice, human rights and equality for all of Scotland's citizens
- b) Promote the unique role, value and contribution of social work
- c) Articulate the expertise and insight of social work managers
- d) Inform the development and implementation of policy, at national and local levels
- e) Support high-quality and effective leadership within social work and social care
- f) Champion research and evidence as the basis of policy and practice
- g) Facilitate collaboration and practice improvement among social work and social care providers
- h) Shape the direction and development of social work in Scotland

To help deliver these objectives we facilitate a large number of committees and sub-groups, populated by our members. Among these is the Chief Social Work Officers network. Governance is provided primarily by the Social Work Scotland Board, which is made up of company and non-executive directors; it is chaired by Social Work Scotland's Convenor.

Our Team

We have a core team consisting of:

- Director
- Head of Policy and Workforce
- Head of Operations
- Operations Manager
- Administration and Operations Officer
- Finance and Membership Officer
- Communications and Events Lead
- Children and Families Social Work Policy and Practice Lead
- Protecting Children Policy and Practice Advisor
- Adult Social Work Policy and Practice Lead
- Justice Social Work Policy and Practice Lead
- Digital Social Work Policy and Practice Advisor

We also host a number of other staff who are with us for a fixed time, working on a specific project (usually in partnership with Scottish Government or other national partners). At the moment we have fourteen staff in these posts:

- Joint Investigative Interviewing of Children Project x 5
- Self-Directed Support Project x 4
- Social Work Education Partnership x 4

Background to the National Joint Investigative Interviewing Team:

Child protection and justice partners are working in partnership with the Scottish Government to take forward recommendations of the [Evidence and Procedure Review](#) to improve the quality and consistency of Joint Investigative Interviews (JIIs) of children. The aim is that JII statements are of a sufficiently high standard that they can be used as Evidence in Chief and contribute to the range of improvements being made to remove the need for children to give evidence in court and so reduce the potential of further trauma for child victims and witnesses. This work is being led by local authorities and Police Scotland who both have statutory responsibility for the investigation of concerns about children.

A National Joint Investigative Interview Team, made up of experienced social workers and police officers, was set up in November 2017 to develop a new approach to JII's in Scotland, drawing on national and international research and best practice. This led to the development of the Scottish Child Interview Model for joint investigative interviewing and to a new, comprehensive training programme for child interviewers.

The Scottish Child Interview Model began to be introduced across Scotland in 2020 and is now available across the country. This has improved the experiences of children and young people who participate in joint investigative interviews and improved the quality of evidence captured. This has also resulted in an increase in the number of applications for use of the joint investigative interview as evidence in chief.

The remit of the National Team is to support continuous improvement in joint investigative interviewing policy and practice across Scotland by:

- Providing tailored implementation support to local multiagency partnerships
- Supporting local partnerships to utilise the Quality Assurance and Data Framework for the Scottish Child Interview Model.
- Providing interviewers with specialist initial training in line with international research in the field of forensic interviewing of children.
- Aiding in the continuous professional development of trained interviewers
- Provision of specialist advice, support and guidance in relation to interview planning for complex or unusual cases.
- Ensuring relevant guidance to support best practice in joint investigative interviewing is developed and kept updated.
- Fostering collaboration and shared learning across the country, including both local partnerships and national organisations.
- Contributing to policy and practice developments in the wider children's services landscape, including, but not limited to, The Promise, UNCRC, Bairns' Hoose, Age of

Criminal Responsibility and implementation of the National Guidance for Child Protection in Scotland.

- Representing and promoting Scotland's approach to forensic interviewing of children to colleagues across the UK, Ireland, and internationally.

The National Joint Investigative Interview Team comprises of the following staff from each of the three partner organisations: -

Social Work Scotland

- 1 x full time Social Work Team Lead
- 2 x full time Protecting Children Project Officer posts
- 2 x part time Protecting Children Project Officer posts

COSLA

- 1x full time National Implementation Coordinator (local government)

Police Scotland

- 1 x Detective Inspector (Implementation lead) post
- 1 x Detective Sergeant post
- 3 x full time Detective Constable posts

Our partnership website contains relevant information and emerging learning that may be of further interest - <https://www.cosla.gov.uk/about-cosla/our-teams/children-and-young-people/joint-investigative-interviews-of-child-victims-and-witnesses>

3. JOB DESCRIPTION

The right candidate for this post will hold significant experience in Child Protection, be self-motivated and dynamic, and able to engage with a range of multi-disciplinary partners. They will have a strong desire to support the continued development and excellence we are aiming to achieve through this new model of practice.

This post is line managed by and reports to the Project Lead.

Your **key responsibilities** will be:

1. Fostering and maintaining collaborative working relationships with colleagues from Police Scotland and other partners.
2. Drawing on research, practice and other relevant experience to contribute to the ongoing development of a new model of practice for joint investigative interviews, the Scottish Child Interview Model for Joint Investigative Interviews.
3. Confidently delivering the training programme and support learning through group working, both independently and as part of a team.
4. Contributing to the comprehensive model of practice evaluation and its ongoing development.
5. Development and support of programme of continuing professional development for interviewers.
6. Contributing to ongoing development and delivery of training for managers and practice evaluators to complement the new model of practice and support continuous improvement.
7. Working collaboratively with colleagues from COSLA and Police Scotland with responsibility for coordinating implementation of the new model of practice.
8. Engaging with other partners to support robust implementation of the new model of practice.
9. Engage in continuous professional development and remain current in understanding of relevant theory and practice improvements.
10. Representing Social Work Scotland and The National Joint Investigative Interviewing Team at various fora as required.

4. PERSON SPECIFICATION

Short listing and selection will be based on the requirements set out in the criteria below. Please address these requirements in your application form, drawing on experience at work or in a voluntary capacity.

The post holder will have the following attributes:

Essential Criteria

Qualifications

1. Professional social work degree or equivalent professional degree in a related discipline.
2. Registered with Scottish Social Services Council or equivalent professional body.

Experience and Knowledge

3. Significant experience of working in a relevant field directly related to joint investigative interviewing or forensic interviewing.
4. Experience and/or training which has allowed you to develop trauma enhanced (level 3) or specialist level (level 4) knowledge and skills.
5. Experience in developing and delivering learning content.
6. Experience of working collaboratively with partner agencies in child protection.
7. Experience supporting the professional development of other practitioners.
8. Knowledge of the impact of trauma work and ability to demonstrate experience in good self-care.

Skills

9. Ability to effectively prioritise workload to meet organisational deadlines.
10. Effective communication and interpersonal skills with individuals and groups.
11. Ability to prepare and present materials coherently and in a way that engages the audience.
12. Excellent IT skills, in particular, Microsoft Office Word (or equivalent).
13. Ability to work individually and as part of a team, contributing to solution focused conversations and planning.

Key Behaviours

14. Positive and solution focused on approach.
15. Commitment to reflective practice and continuous professional development.
16. Commitment to the development of reflective practice in others
17. Flexible and adaptable in your approach to problem solving and joint working.
18. Self-motivated and proactive in your approach to addressing tasks.
19. Engaging and resilient.
20. Respectful and attentive to confidentiality requirements.
21. Ability to model trauma principles in the professional role.

Desirable Criteria

1. PDA in practice learning/ PDA in Teaching Practice in Scotland's Colleges or equivalent.
2. Postgraduate qualification in Child Protection.
3. Experience and/or training which has allowed you to develop trauma skilled (level 2) knowledge and skills.

Social Work Scotland is a small team of people who work closely together, and we work hard to make our organisation feel supportive, respectful, and inclusive. It's important to us that the person who joins in this role will benefit from this environment but also contribute to it with their own skills and personality.