



Person Specification			
Post title	Youth Justice Officer	Grade	H / SCP 23-25

* * * This post is exempt from the provisions of the Rehabilitation of Offenders Act – applicants must disclose all criminal convictions including those which are ‘spent’, in addition to any cautions and bindover orders received in the last 12 months

To be successful in this role you will need to demonstrate how you meet the criteria below at application & interview stage.

Shortlisting Number	Criteria	Method of assessment
Skills, knowledge, experience		
S1	Demonstrate a minimum of 1 year’s recent experience of working with children and their families in Criminal Justice, Children’s Services, or other related field of work.	CV/SS, I
S2	Demonstrate an understanding of criminal justice and safeguarding legislation and how this may be applied to practice within a criminal justice setting.	CV/SS, I
S3	An understanding of child development, the impact of Adverse Childhood Experiences on factors that lead children to become involved in offending.	CV/SS, I, P
S4	Ability and skills to collaborate with YOS Multi-Agency colleagues to contribute to assessments, planning and delivery of interventions, including trauma led delivery of offending behaviour interventions.	CV/SS, I, P
S5	An understanding of and commitment to Restorative Justice and its application with children.	CV/SS, I
S6	Demonstrate a good command of written skills and the ability to use information technology sufficient to, for example, maintain records, prepare reports, correspondence, prepare plans.	CV/SS, I
S7	Evidence the knowledge and skills required to develop and deliver effective 1-1 and group work programmes and interventions.	CV/SS, I, P
S8	Demonstrate the ability to work collaboratively as part of a multi-disciplinary team to provide an integrated service.	CV/SS, I, P

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S9	Provide evidence of a flexible approach to work by responding to the varied needs of the service: Ability to work some evenings and weekends.	CV/SS, I
S10	Ability to prioritise work to meet competing demands.	CV/SS, I
Personal attributes and circumstances		
P1	You must adhere to the “Knowsley Better Together” staff qualities; Integrity, Accountability, Communication and Respect	I
P2	Current driving licence and use of vehicle, or equivalent mobility to travel when required	CV/SS, C
P3	Commitment to working according to the objectives of the Youth Justice System such as Youth Justice Board Case Management Guidelines, National/Local Standards and Inspectorate Standards	CV/SS, I,
P4	Show a demonstrable commitment to good practice in equality and diversity, with knowledge of how children within the Youth Justice System can be discriminated against	CV/SS, I
Communication		
C1	Demonstrable willingness to share information and work with other people including the ability to listen, communicate with and understand others, taking account of other people’s points of view.	CV/SS, I, P
Qualifications		
Q1	Educated to equivalent of 3 G.C.S.E Grade A to C	CV/SS, C

CV/SS = Curriculum Vitae/Supporting Statement **A** = Application Form **C** = Certificate **E** = Exercise **I** = Interview
P = Presentation **AC** = Assessment Centre **T** = Test

Where the post involves working with children, in addition to a candidate’s ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- **Motivation to work with children and young people.**
- **Ability to form and maintain appropriate relationships and personal boundaries with children and young people.**
- **Emotional resilience in working with challenging behaviours.**
- **Attitudes to use of authority and maintaining discipline**

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We have a positive attitude to the employment of disabled people and guarantee an interview to those who meet **all** the necessary criteria of the person specification.

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