

Person Specification – Criminal Justice Support Worker, ISP

	Essential	Desirable	Determined From Application Form <small>Tick If Applicable</small>	Identified at Interview <small>Tick If Applicable</small>	Identified From Other Source <small>To Be Detailed Test/Presentation/Case study/Set question(s) etc</small>
Qualifications		Education at least to Higher level Social work/care qualification or other relevant criminal justice qualification	✓ ✓		Verified only if offered appointment
Experience	Relevant experience of working with offenders and/or working within a social care setting		✓	✓	
Knowledge	Knowledge of the Scottish criminal justice system and social care arrangements An understanding of the theory and practice underpinning behaviour change An understanding of the importance of effective recording and monitoring		✓ ✓ ✓	✓ ✓ ✓	
Skills	Good interpersonal skills Good networking skills The ability to work both independently and as a member of a multidisciplinary team		✓ ✓ ✓	✓ ✓ ✓	

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	<p>The ability to use initiative but operate within agreed level of authority</p> <p>The ability to organise workload and work to deadlines in an often pressurised environment</p> <p>Good written and oral communication skills</p> <p>Basic word processing skills and a willingness to learn new IT skills</p> <p>Ability to translate theory into practice</p>		<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
Values/ Attitudes	<p>An understanding and awareness of the support needs of clients, and a commitment to Sacro’s aims and objectives</p> <p>A commitment to client rights, equal opportunities</p>		<p>✓</p> <p>✓</p>	<p>✓</p> <p>✓</p>	
Other	<p>A valid driving licence and access to a car satisfying the appropriate insurance requirements</p>		<p>✓</p>	<p>✓</p>	

*** Please note that all Sacro posts are subject to Membership of the Protecting Vulnerable Groups Scheme (PVG) this is a requirement for this post. Driving licence, insurance documentation and qualifications will be verified for “preferred candidates” only.**