



# **Community Justice Scotland**

Ceartas Coimhearsnachd Alba

Head of Caledonian System National Team  
Recruitment Pack

September 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: Head of Caledonian System National Team**

**Salary: £49,420 - £61,617**

**Contract: Permanent**

**Expected start date for this role is February 2022**

## 2 Your role: your strengths

The Head of Caledonian System National Team is a key role within Community Justice Scotland. As Head of Caledonian System National Team you will take the lead in overseeing the delivery of the Caledonian system in 19 local authorities and in implementing a further roll-out to the remaining local authorities. You will have significant knowledge and understanding of the Caledonian system and extensive experience in delivery of all aspects of the system.

You will manage and lead the Caledonian central team including its training and data gathering and analysis functions, you will provide professional and developmental support to the team, giving regular feedback on performance.

You will have a clear strategic vision for the development of domestic abuse services in Scotland.



You will be expected to manage, with complete autonomy. Dealing with complex and sensitive relationships with senior managers across local authorities and third sector organisations. Where appropriate you will work with local authorities to increase their capacity to deliver the Caledonian to a broader range of service users e.g. men on license/throughcare; delivering 1:1 work with men assessed as unsuitable for groupwork; working with black and minority ethnic men; intervening earlier and working with non-court mandated men.

You will provide expert advice on behalf of Community Justice Scotland to the Scottish Government and to local authorities on developing community justice outcome improvement plans in relation to domestic abuse.

You will take the lead role in ensuring that the Caledonian system continues to develop in response to new evidence and practice experience including undertaking reviews of all manuals for submission to the scrutiny of the Scottish Advisory panel on Offender rehabilitation.

You will report regularly to the Community Justice Scotland Board. As well as being part of various advisory groups, provide expert advice, knowledge and expertise.

You will be required to represent the Caledonian System in UK, European and wider international debates about systemic approaches, including perpetrator focussed responses, to domestic abuse and to help shape the narrative within Scotland on appropriate domestic abuse interventions and wider policy on violence against women. This narrative will be consistent with Community Justice Scotland's Smart Justice model.

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

### **Essential**

- Extensive experience of delivering and managing all aspects of the Caledonian System
- Extensive experience of developing and delivering comprehensive training packages
- Extensive experience of working in a Justice Social Work setting
- Ability to communicate complex ideas concisely in engaging and compelling ways to multiple diverse audiences, including government ministers and officials, local authorities senior managers, practitioners in both statutory and third sector settings
- Skills in writing complex and varied documents for diverse audiences
- Knowledge and understanding of trauma informed practice



- Motivated and very well organised with the ability to manage complex and sometimes conflicting demands
- Working in multiagency partnerships
- Experience of embedding equality, diversity and inclusion principles and research within service delivery and learning and development activity

#### 4 Desirable

- Experience of working and managing services at both local and national levels

#### 5 Flexible Working

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

The Head of Caledonian System National Team would be expected to travel to deliver training and represent the Caledonian Programme nationally.

#### 6 How to Apply

Please complete the application form that details how you meet the criteria for the post and send to the HR inbox. We offer a guaranteed interview to applicants who have a disability and meet all the essential criteria, if this applies to you please state you are 'DC' eligible in the body of your email attached to your completed application form.

If you have any questions, please do not hesitate to get in touch via our HR inbox

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

**Closing date for applications is Tuesday 12th October at 5:00 pm**

**Interviews will take place via Zoom between 1<sup>st</sup> – 3<sup>rd</sup> November**



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