**Community Justice Scotland**

Ceartas Coimhearsnachd Alba

Learning, Development and Innovation Lead

Recruitment Pack

July 2022

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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:** Learning Development and Innovation Lead

**Salary:** £39,659-£47,485

**Contract**: Secondment until end of March 2023

Our [People Strategy](https://communityjustice.scot/wp-content/uploads/2021/03/CJS-People-Strategy_March-2021.pdf) sets out our vision for the type of organisation we want to be. In this time of uncertainty and a rapidly changing world we know that our people are the most important part of our success. We know that if you like the people, enjoy the role and feel listened to and valued, you will feel fulfilled and productive in your role. You’ll join an extraordinary team of driven, passionate individuals who work and support each other to deliver really high quality work. We are highly committed, fun and supportive. We learn from each other and promote continuous improvement in what we do. You will meet great people and you will be inspired by the work that goes on across Scotland and beyond.

CJS is a values based organisation and we thread our values through everything we do. Our [Values in Action](https://communityjustice.scot/wp-content/uploads/2021/03/Values-in-Action-2020.pdf) document shows our commitment of how we work together as a team and with our stakeholders and our community.

**2** **Your role: your strengths**

The LDI Lead is a key role in Community Justice Scotland, contributing to developing and influencing the direction of Community Justice activity by creating, curating, delivering and evaluating world class learning products. These learning products will be innovative, evidence based and promote best practice. Your role is to support the organisation by collaborating effectively with key stakeholders and colleagues to drive forward change. You will ideally have experience of learning delivery, development and design. You will have excellent time management, organisational skills and an ability to deliver multiple projects at pace.

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

The successful candidate will assist with the design and delivery of learning products to a variety of professionals. 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 LDI’s strategy 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.

**3 Main Duties**

The primary purpose of this temporary post is to assist with addressing the backlog of demand for training which accumulated during lockdown. This role will specifically entail working with colleagues to develop refresher training for core LDIC learning products which was suspended due to the pandemic.

The successful candidate will advise on and design exercises, scenarios and learning materials for the application of various risk assessment tools. These will require to be suitable for delivery by a variety of methods (ie face to face, online, via MS Teams etc).

**4 Essential**

* Motivated and well organised with the ability to take responsibility for managing own diverse workload
* Experience of working in a Justice Social Work setting
* Ability to communicate complex ideas concisely in engaging and compelling ways
* Experience of identifying and anticipating emerging development needs and prioritising demand for learning
* 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
* Creating training programmes that are aligned with the organisational objectives and national strategies

**5 Desirable**

* + - Experience of designing and delivering high-quality learning that maximises learner engagement, learning transfer and impact in face to face and / or virtual environments
    - 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
    - Experience of working at both local and national levels
    - Knowledge and understanding of trauma informed practice
    - Experience in building the architecture of learning management systems

**6 Flexible Working**

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

**7 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 Thursday 18 August 2022 at 12 noon**

**Interviews will take place in person between 31 August and 2 September**

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

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