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**JOB PROFILE: Criminal Justice Practitioner**

**20 hours (South Yorkshire)**

Remedi are recruiting a Criminal Justice Practitioner to deliver Restorative Justice across South Yorkshire and engage offenders on orders with the National Probation Service (NPS) in Restorative Awareness work. The role will be 20 hours per week and will cover all South Yorkshire areas with an expectation to travel as required.

**PROFILE**

The role of a restorative practitioner involves a significant amount of contact with people affected by conflict. This contact is usually initiated over the telephone and includes individuals who may be the victim or perpetrator of a crime.

Your role will be to facilitate Victim and Offender conferences and other forms of Restorative Justice (RJ) across South Yorkshire in the community and in prisons. This process helps reduce harm and enables individuals to move forward from what has happened. It can be facilitated through a face-to-face meeting or by acting as a go-between to pass messages between each party.

The role also includes engaging offenders within NPS to help them understand and articulate the impact their offending behaviour has had on their lives as a way to evaluate and promote empathy for their victims. This work can then form part of a restorative assessment to better understand if a restorative process is appropriate.

Please see our YouTube Channel ‘Restorative TV’ for real life examples of the kinds of work we do.

Skills we look for in our Practitioners include:

**Communication-** Listening and responding to what is being said so that people feel supported, valued and prepared to engage in a restorative intervention is an essential part of this role. There will also be an expectation that your first contact with people will be via a telephone call, so being able to engage with people over the phone is vital.

**Flexibility-** Working with people requires a flexible approach to ensure they are seen at times convenient to them; this can involve working on evenings and weekends. In return, we don’t expect you to work a rigid 9-5 Monday-Friday working week. You will be expected to manage your diary effectively and be prepared to travel across the county (and occasionally other parts of the country). There will be a significant level of working from home involved in the role.

**Motivation-** Well facilitated restorative interventions change lives for the better. We want you to do that. The nature of the role means generating work through phone calls, visiting victims at their home, seeing adult offenders in the community or within a local NPS office and working in close partnership with other agencies. You are going to be out and about a lot. It is not the type of job where you are going to be sat at a desk all day. You will have to work using your own initiative and make judgements that consider the needs of the people you are working with, your own workload and the specific contract requirements.

There will be expectations on the amount of restorative work we want you to do. We want you to be the type of person that will see this as a challenge you want to meet because when it is achieved, lives are changed.

**IT Capable-** We want restorative practitioners to spend the majority of their time working with people. Whilst this will include a significant amount of ‘face to face’ contact with our service users we also look to maximise the use of ‘remote’ methods of working. You will need to be comfortable using platforms such as ‘Teams’ and ‘Zoom’ in order to fulfil this aspect of the role.

It is vital that we record all of the work we do accurately and promptly. As a result, it is essential that you are proficient in using:

* Email
* Electronic calendar
* Word
* Excel

**Safety-** We want you to work safely in all aspects of your role. This will mean following our own internal policies and procedures and will require you to consider safety in relation to the following aspects:

* + Safeguarding
  + Lone Working
  + Data Protection
  + Confidentiality

**WHAT TO EXPECT**

The role covers South Yorkshire, so expect to travel, for which expenses will be paid, but you will need access to your own vehicle.

* A laptop and mobile phone to enable you to work remotely will be provided.
* Internal and external training will be delivered. The expectation is that you engage in this training and implement it within your working life.
* DBS and vetting. This role will require biannual DBS checks and police vetting
* You will have a line manager who you will meet individually at least once a month and they will also be available during the week to provide support and guidance.

We will provide:

* Full training
* A laptop and mobile phone
* Line management support and guidance
* The role requires an enhanced DBS check & Level 2 Police Vetting
* 20 hrs per week
* Starting salary £21,840 (Actual £12,480) rising to £25,000 (Actual £14,285) at the end of Year 2 in role
* 6% employer pension contribution
* 26 days leave per annum plus bank holidays