

Job Description

Job Title: Senior Youth Justice Officer

POSCODE:

Grade: P1

Overall purpose of the job

The overall purpose of the role is to assess and manage a case load of children and young people who are subject to youth justice assessment and interventions. The postholder will assess, plan and deliver quality interventions with children and families, and will creatively engage and support them to move forwards positively. As a senior the postholder will be expected to assist the management team in service development through quality assurance and the support and mentoring of YJS staff and students.

Main accountabilities

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1.	To work within a multi-disciplinary team and be responsible for all aspects of case management of a complex and challenging caseload of children, young people and their families with the Youth Justice Service.
2.	To gather information, analyse and assess to manage risk, re-offending and safety/wellbeing accurately using appropriate screening and assessment tools; taking necessary measures to ensure welfare needs are dealt with effectively and public protection considerations are appropriately managed.
3.	To establish and develop collaborative working arrangements with key partner agencies such as Targeted Support, Children's Social Care, Education, Health, Police, Probation, Youth Custody Services, Courts and voluntary sector organisations and to represent the Youth Justice Service in a professional manner at meetings and in all communication with partners.
4.	To support children/young people to make positive changes in their lives and help them to engage positively with opportunities within their communities and encourage them to be as successful as possible whilst reducing concerns for harm to others and increasing their safety and wellbeing.
5.	To collaborate with children, young people and families and create bespoke intervention plans to promote strength-based practice methods that address areas of need and to regularly review these plans to ensure their suitability and effectiveness.
6.	When necessary to enforce Court Orders and Notices of Supervision in line with court and service expectations and prepare breach evidence for prosecution as required. To prosecute the Breach of Community Penalties and provide the required evidence to Court.
7.	Demonstrate an up to date understanding of youth justice legislation, local guidance and procedures relevant to children/young people including safeguarding and child care law.
8.	To ensure that relevant information, interactions with colleagues, face to face contacts, meetings and decision making is recorded accurately and to a high standard on the YJ database within agreed timescales.
9.	To play a supporting role in improving practice and the quality of assessments and plans, assisting Team Managers including facilitating team meetings, taking responsibility for dissemination of new legislation and developments in practice.
10.	To chair Safety Planning Meetings and ensure accurate and complete records of these discussions.
11.	To ensure that children and young people's diversity is recognised and responded to and seek to identify and challenge structural barriers within systems, processes and practice.

12.	As part of a Duty System to represent the Youth Justice Service in Youth and Crown Court as an advocate on behalf of young people and the service including representing the YJS at Saturday and Bank Holiday Emergency Youth Court as required (up to 7 times a year).
13.	To sit on Referral Order Panels as an experienced designated Youth Justice Service Representative offering support and guidance to panel members as needed.
14.	To take a supportive role in recruitment and a lead role in the induction of new staff. Undertake professional supervision and development of students and YJS colleagues and provide support and challenge to them through general advice and constructive and supportive gatekeeping and countersigning of reports and assessments.
15.	To take a lead on supporting and developing specialist areas of practice and intervention such as Harmful Sexual Behaviour, Out of Court Resolutions, Work in Courts.
16.	To maintain own professional development through training and keeping up to date with current theory, legislation, guidance and youth justice practice. To assist in the identification, development and delivery of training to varying audiences and staff groups. To promote and encourage the professional development of YJS staff.
17.	In absence of Manager to allocate work to staff that demonstrates a fair and equitable distribution of workload and considers staff experience and skill levels. including co-working complex cases.
16.	Demonstrate an awareness and understanding of equality, diversity and inclusion.
17.	Ability to contribute to our organisational commitment to becoming a Net Zero organisation by 2030.
18.	Safeguarding commitment <i>(Include for roles involving work with children/vulnerable adults)</i> We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
Level 6 qualification or equivalent	A level 6 professional qualification in social work or probation or a degree level qualification in a relevant subject (eg psychology, criminology) and substantial youth justice experience	Essential

Minimum levels of knowledge, skills and experience required for this job

Identify	Describe	Essential/ Desirable
Knowledge		
	Detailed knowledge of legislation, guidance and standards relevant to youth justice practice.	Essential
	Knowledge of legislation and guidance relating to Safeguarding Children and Young People.	Essential
	Knowledge of Child First Principles and their application to practice.	Essential

Skills		
	Able to manage own and supervisees workload effectively and within timescales in consultation with the Area Team Manager.	Essential
	Ability to communicate effectively at all levels and through all mediums and work positively and effectively within a multi agency service.	Essential
	Able to use professional judgement to make decisions and apply the concept of 'defensible decision-making' based on detailed, analytical, and objective assessments using standardised assessment tools.	Essential
	Able to motivate others.	Essential
	Able to work outside normal office hours including evenings and weekends. Evening work is a core component of the post. In addition, a commitment to be able to work at weekends and some Bank Holidays to cover Court duty.	Essential
	Able to effectively use Information Technology and electronic case management databases.	Essential
	Ability and willingness to travel across the county	Essential
Experience		
	Significant experience in Youth Justice or Probation practice.	Essential
	Experience of complex casework, caseload management, supervision, risk management and multi-agency working.	Essential
	Experience of providing expert advice and support to children/young people, families, colleagues and other agencies.	Essential
	Ability to undertake the full requirement of staff supervision.	Desirable
Equality, Diversity and Inclusion (applies to all roles).	Ability to demonstrate awareness and understanding of equality, diversity and inclusion and how this applies to this role.	Essential
Net Zero (applies to all roles).	Ability to contribute towards our commitment of becoming a net zero organisation.	Essential
Safeguarding (applies to all roles working with children/vulnerable adults).	Demonstrate an understanding of the safe working practices that apply to this role. Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	Essential

Disclosure level

	None	Standard
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What disclosure level is required for this post?	Enhanced	Enhanced with barred list checks
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Work type

What work type does this role fit into? (tick one box that reflects the main work type, the default work type is hybrid)	Fixed	Hybrid	Field	Remote	Mobile
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