

## PERSON SPECIFICATION – Development Lead

Applicants should be able to demonstrate evidence of the following essential criteria:

1. Degree and ideally a relevant professional/post-graduate qualification, e.g. in clinical psychology or forensic psychology, law or social work.
2. Experience as a professional in a relevant agency or experience of the duties and responsibilities of criminal justice agencies.
3. A track record of managing and successfully delivering initiatives that have improved practice within a relevant field.
4. Experience of contributing to developing research
5. Experience of developing, delivering and evaluating training provisions.
6. Knowledge of the theory and practice of risk assessment and management; current thinking on effective practice and knowledge of relevant research literature.
7. Knowledge of research methodologies.
8. Knowledge of how to interpret legislation and current practice to set standards and publish guidelines
9. An understanding of the wider professional context within which the RMA operates.
10. Able to identify areas where development may be needed to enhance practice
11. Ability to network and communicate with a range of external committees, groups, agencies and individuals; and to influence operational staff as well as senior managers and civil servants.
12. Excellent writing skills and ability to communicate findings of research using a variety of methods, with capability to produce work to a publishable standard.
13. Good communication, facilitation and presentation skills including the ability to convey complex and sensitive information whilst being mindful of the audience.
14. Ability to work in partnership and on their own initiative to lead and manage delegated projects.