

## PERSON SPECIFICATION - Head of Effective Practice

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

1. Degree and ideally an applied, relevant professional/post-graduate qualification, e.g. clinical or forensic psychology, law or social work.
2. Extensive experience as a professional in a relevant agency <b>or</b> extensive experience of the duties and responsibilities of criminal justice agencies.
3. Experience and knowledge of developing and publishing policy.
4. Delivering training provision and implementing effective practice initiatives.
5. Experience of developing and implementing operational strategies.
6. A track record of leading improvement or development initiatives on a national basis.
7. Experience of leading a team to deliver organisational objectives.
8. Advanced understanding of the theory and practice of risk assessment and management; current thinking on effective practice and knowledge of relevant research literature.
9. Advanced understanding of research methodologies and the ability to coach staff in these.
10. Ability to interpret legislation, set standards and publish guidelines, translate them into evaluation processes which support effective practice.
11. An understanding of the political and professional context within which the RMA operates.
12. Ability to shape and influence policy and practice; through identifying, developing and implementing change programmes.
13. Ability to analyse, interpret and make sound and consistent judgments against set criteria as to whether practice is compliant, and to effectively communicate such judgements.
14. Demonstrable ability in programme and project management, performance measurement and quality improvement.
15. Excellent interpersonal/influencing/negotiating/relationship management skills.
16. Excellent verbal and written communication skills, interpersonal and organisational skills.