



Post:	Restorative Specialist Practitioner
Job purpose:	To provide trauma-informed, participant-centred restorative support to individuals affected by the Post Office Horizon and Capture IT scandal.
Reports to:	Project Specialist
Full time Salary Grade:	£35,000 - £40,00 plus 5% matched pension contribution
Period of employment:	Fixed-Term (3 Years)
Hours:	37.5 hours per week (full time)
Location:	Home based (you must reside in the UK)

ABOUT THE RESTORATIVE JUSTICE COUNCIL

The Restorative Justice Council (RJC) is the leading restorative practice organisation in England, Wales and Northern Ireland.

As the independent third sector membership body for the field of restorative practice, our role is to promote awareness and understanding of restorative practice, ensure quality in its delivery and support our members to collaborate and develop their practice. We set and champion clear standards for restorative practice and provide accreditation and quality assurance. We also act as a national voice advocating the widespread use of all forms of restorative practice.

The ultimate aim of the RJC is to drive take-up and to enable safe, high quality restorative practice to develop and thrive. Our vision is of a society where high-quality restorative practice is available to all.

ABOUT THE POST

The Restorative Specialist plays a central role in delivering trauma-informed, participant-led restorative justice programs for individuals harmed by the Post Office Horizon and Capture IT scandal. This project is one of the most high-profile and sensitive restorative justice initiatives in recent years, addressing profound injustices that have impacted the lives, reputations, and well-being of countless individuals and families across the UK. The specialist will work directly with those who have suffered long-term personal, social, and emotional harm, often enduring stigma, financial hardship, and a loss of trust in institutions. The gravity of this work lies in its potential to help rebuild lives and communities, restore dignity, and foster healing in the aftermath of systemic failures. Ensuring safe, ethical, and high-quality restorative practice

aligned with Restorative Justice Council (RJC) standards is not only a professional requirement but a moral imperative. The role demands empathy, resilience, and unwavering commitment to justice, as it supports participants through complex emotions and challenging narratives, striving to deliver meaningful outcomes in a context where both public scrutiny and the stakes for individuals are exceptionally high.

The role delivers two complementary strands of restorative work:

- Restorative Wellbeing Listening Sessions
- The Horizon Project – a formal restorative justice process

KEY RESPONSIBILITIES

A. Restorative Wellbeing Listening Sessions

- Create safe, non-judgemental, trauma-informed spaces
- Provide empathetic, active listening
- Maintain clear professional boundaries
- Follow referral pathways where required
- Maintain accurate and confidential records
- Participate in reflective supervision

B. Horizon Project – Restorative Justice Process

- Prepare all participants for restorative processes
- Facilitate restorative meetings in line with RJC standards
- Provide follow-up and post-conference support
- Manage cases and documentation
- Capture anonymised thematic insights
- Uphold safeguarding and confidentiality

C. General Responsibilities

- Work collaboratively within a national practitioner team
- Deliver work in line with trauma-informed principles
- Engage in supervision and professional development
- Comply with DBS, NDA, and safeguarding requirements

ALIGNMENT TO RJC PRACTITIONER COMPETENCIES

This role is aligned to the RJC Practitioner Competency Framework and benchmarked at Intermediate Practitioner level, with scope to support progression to Advanced Practitioner.

1. Knowledge and Understanding of Restorative Practice

- Application of restorative principles and RJC standards
- Understanding of systemic and organisational harm
- Trauma-informed practice knowledge

2. Respectful and Ethical Practice

- Impartiality, dignity, and participant safety
- Informed consent and confidentiality

3. Preparation and Engagement

- Thorough participant preparation
- Assessment of readiness and emotional safety

4. Effective Communication and Facilitation

- Skilled facilitation of complex restorative processes
- Advanced communication and emotional regulation

5. Risk, Safety, and Managing Complexity

- Ongoing risk assessment
- Appropriate safeguarding responses

6. Follow-up, Evaluation, and Learning

- Post-process support and evaluation
- Contribution to service learning

7. Reflective Practice and Professional Standards

- Regular supervision and reflective practice
- Commitment to CPD and RJC Code of Practice

PERSON SPECIFICATION

Please ensure that you address each of the following criteria in your application in turn with reference to examples to demonstrate that you meet the essential and, where applicable, the desirable criteria:

Essential:

- *Minimum three years' restorative practice experience*
- *RJC Registered Practitioner (Intermediate or Advanced) or willingness to work towards this status*
- *Strong communication and relationship-building skills*
- *Experience of organisational or systemic harm contexts*
- *Ability to work independently and ethically*
- *Competent IT skills*

Desirable:

- *Background in social work, psychology, advocacy, or related fields*
- *Understanding of responding restoratively to institutional harm*
- *Experience working with diverse communities*

Additional Requirements

- *Completion of five days of paid, in-person mandatory training specific to the project*
- *Signing of a Non-Disclosure Agreement prior to employment*

EMPLOYMENT INFORMATION

This section summarises basic information about employment terms and conditions. Full terms and conditions will be included in the contract of employment that will be offered to the successful applicant. This summary does not form part of a subsequent employment contract.

Location: This role is home-based (you must reside in the UK). Some national travel will be required.

Hours of work: 37.5 hrs per week full time or 18.75 hours per week part time (working hours to be negotiated with the successful candidate)

Period of employment / Probationary period: This is a 3yr fixed term position with potential to extend. There will be a probationary period of six months

Benefits: The starting salary for this post is £35,000 per annum (full time equivalent) paid in arrears, on the 25th of each month

The annual leave entitlement is 25 days, plus statutory holidays (full time equivalent) and 2 additional weeks for Christmas Closure

On completion of the probationary period, the RJC will make a matched pension contribution equivalent to 5% of gross salary

Support for staff: We recognise that some staff members may require some practical adjustments, once in post, to enable them to carry out their role. If, during the recruitment process, you would like to discuss any adjustments that you might require to enable you to carry out the role you are applying for, you are welcome to contact the Recruitment Officer to discuss this further.