

## **JOB DESCRIPTION**

<b>Job title:</b>	Restorative Justice/Approaches Lead Trainer and Practitioner
<b>Salary:</b>	£30,000 (pro rata for part time)
<b>Location:</b>	Kent – base flexible within the County
<b>Responsible to:</b>	Director
<b>Hours:</b>	Ideally 0.5fte worked through an annualised hours contract across the year to respond to peaks and troughs in demand. Exact details negotiable.

### **Job Summary**

Salus have a long history of both delivering award-winning Restorative Services and training other practitioners to do so. We are now seeking a Lead Trainer and Practitioner to continue this excellent work.

This role is a key part of the Salus management team and influences all parts of the organisation in addition to external opportunities such as training Police Officers, Teachers, Youth Justice Workers, Youth Workers, Residential Care Workers and Restorative Justice Volunteers.

### **Key Responsibilities**

1. To adapt and develop a range of high-quality training opportunities and resources that appeal to a wide range of practitioners
2. To ensure that training meets the expectations of the Restorative Justice Council.
3. To be willing to deliver training across the UK (requiring stays away from home).
4. To be willing to deliver training using virtual platforms.
5. To actively promote the opportunities available and adapt courses to respond to needs identified.
6. To monitor and evaluate the impact of training and produce reports to reflect this.
7. To positively represent Salus in Restorative Justice arenas and other professional forums.
8. To co-chair and support the Kent Restorative Justice Forum to bring together like minded practitioners to share good practice.
9. To ensure continuous self-development through training, supervision, and other appropriate means.
10. The ability to assess practice of trainees and to be able to give constructive feedback for areas of development.
11. Any other duties which may reasonably be required by the Directors.

This job description is provided to assist the post holder to know their principal duties. It may be amended from time to time in consultation with you without change to the level of responsibilities appropriate to the grading of the post.

Due to the geographical reach of this role and the limited public transport in some of the areas, it is expected that the post holder will be a driver and have use of a vehicle for work.

### Person Specification

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	Relevant training qualification or significant training experience in a related area or	RJC accredited practitioner
SKILLS AND EXPERIENCE	Experience and demonstrable skills in designing and delivering training  Experience of promoting Restorative Justice Approaches with a wide range of audiences  Experience of managing and monitoring data to inform services  Excellent standard of ICT	Experience of delivering training using a virtual platform
KNOWLEDGE	Knowledge of Restorative Justice and its application to one or more relevant fields (i.e. criminal justice, education etc)	Knowledge of RJC quality marks and standards
ATTRIBUTES	Highly motivated, enthusiastic and dynamic  Creative and proactive, able to use initiative and make sound judgements  Able to deal with a number of tasks at once and to be flexible with work routines  Able to work autonomously  Strong commitment to a positive culture of continuous improvement	