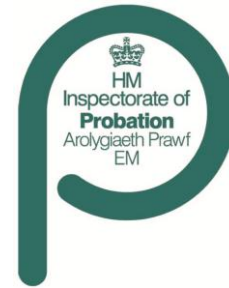


# Advert – HM Inspectors



## HM Inspectorate of Probation

**We are offering these posts on a three-year secondment *or* three-year fixed term contract. In exceptional circumstances we may also be able to offer a permanent contract. If seconded, remuneration (salary and any taxable allowances), pay progression and employment terms & conditions will be the same as currently received from the seconding employer. We seek competencies often found at broadly the level of Senior Managers/Divisional Managers (in CRCs and NPS), Youth Offending Managers, Senior Managers/Governor grades in the Prison Service, and psychologists or equivalent.**

This is an opportunity to work in a highly professional organisation. As an independent inspectorate, we are ambitious to make the best possible difference to the quality of youth offending and probation services in England and Wales. It is important to the public, to victims and to those who commit crime that these services are as effective and efficient as possible.

**Who are we?** HM Inspectorate of Probation is an independent Inspectorate, funded by the Ministry of Justice, and reporting directly to the Secretary of State on the effectiveness of work with adults, children and young people who have offended aimed at reducing reoffending and protecting the public. Our Corporate Plan sets out our work for the next year, as agreed between the Justice Secretary & HM Chief Inspector.

View it on our website: [www.justiceinspectorates.gov.uk/hmiprobation](http://www.justiceinspectorates.gov.uk/hmiprobation)

**Who are we looking for?** We are now recruiting for HM Inspectors, and we warmly welcome applications from minority ethnic and/or Welsh speaking candidates. We are looking for up to ten HM Inspectors to start in the Spring 2018. The option of part-time or jobshare contracts can be discussed individually.

All the posts we offer will be conditional upon evidence from references and various statutory checks, including an Enhanced check with the Disclosure and Barring Service (DBS).

**Is this for you?** HM Inspectors (HMIs) play a key role in our adult and youth offending inspections. As an Inspector you will lead inspections in a designated sector [National Probation Service, Community Rehabilitation Companies, Youth Offending Teams] and be responsible for the assessment of the organisation being inspected, including making recommendations for the rating they receive.

HMIs are responsible for the planning, fieldwork and preparation of the report for each inspection and are accountable for the judgements, rating, grading and recommendations arising from the inspection.

Proven strong relationship-building skills, at a senior management level, as well as the ability to produce clear well written reports to tight deadlines are essential for this role. You will also need to have experience of assessing the quality of work being delivered to those who have offended, a good level of IT skills, and the personal resilience and stamina to spend regular periods of time away from home.

**How do we select?** You must complete your application by no later than 23:55 on Monday 25<sup>th</sup> September 2017. We will invite short listed candidates to an Assessment Centre to be held on 30 and 31 October 2017 – you must be available to attend on one of these days. Candidates who are successful at the assessment centre will then be invited to interview. Interviews will be held w/c 27 November and w/c 4 December 2017. Further information on the structure and expectations of our assessment process will be sent to candidates who are successful through the application sift stage.

**Further information:**

If you would like to discuss these posts, please contact our office on 0161 240 5336 and we will direct you to an appropriate person to speak to. We would ask that you please read the application information thoroughly first.

We are committed to a policy of equal opportunity for all staff. We will not discriminate on grounds of gender, ethnic origin, disability, sexual orientation, faith or any other factor not relevant to a person's work.