

# PERSON SPECIFICATION

Role: Head of Practice and Policy			
ATTRIBUTES	ESSENTIAL	DESIRABLE	ASSESSMENT
<p><b>QUALIFICATIONS AND TRAINING</b></p> <ul style="list-style-type: none"> <li>▪ Degree in social work, law, education, or another relevant professional discipline.</li> <li>▪ Relevant management qualification.</li> <li>▪ Evidence of continuing professional development demonstrating commitment to lifelong learning.</li> </ul>	<p>√</p> <p>√</p> <p>√</p>		<p><b>Verification of qualifications</b></p>
<p><b>PROFESSIONAL KNOWLEDGE AND EXPERIENCE</b></p> <ul style="list-style-type: none"> <li>▪ Significant experience working within the Children's Hearings System or equivalent statutory child protection/justice environment.</li> <li>▪ Experience as a Children's Reporter, or equivalent high-level professional decision-making role.</li> <li>▪ Demonstrated experience of leading complex case practice, court work, and applying professional judgement under pressure.</li> <li>▪ Strong understanding of child development, childhood adversity, trauma-informed practice and children's rights.</li> <li>▪ Comprehensive knowledge of legislation, case law, and national policy affecting children and families.</li> <li>▪ Successful track record of strategic leadership, including contributing to organisational strategy and leading change.</li> <li>▪ Experience of partnership working across multiple agencies at senior level.</li> <li>▪ Experience of drafting national policy positions, formal consultation responses, or organisational guidance.</li> <li>▪ Demonstrated ability to manage competing organisational demands and deliver to tight timescales.</li>   <li>▪ Knowledge of key information governance legislation and expectations, including GDPR and FOI.</li> <li>▪ Experience representing an organisation at national forums or parliamentary committees.</li> <li>▪ Experience as a Senior Information Risk Owner (SIRO) or equivalent.</li> <li>▪ Experience leading professional accreditation, workforce development or national practice frameworks.</li> </ul>	<p>√</p>	<p>√</p> <p>√</p> <p>√</p>	<p><b>Application &amp; Interview</b></p>

SKILLS & QUALITIES ALIGNED TO SCRA'S VALUES AND INCLUSIVE STANDARDS AND BEHAVIOURS FRAMEWORK			Application & Interview
<p><b>Value: Supportive</b>  <b>Behaviours: Working Together; Developing Self and Others</b></p> <ul style="list-style-type: none"> <li>▪ Highly emotionally intelligent and resilient, able to navigate challenging situations while supporting others.</li> <li>▪ Leads teams effectively, fostering collaboration, accountability and shared purpose.</li> <li>▪ Ability to coach, mentor and support professional development across an organisation.</li> <li>▪ Strong digital competence and ability to champion evolving digital systems and data-secure practice.</li> </ul> <p><b>Value: Child-Centred</b>  <b>Behaviour: Delivering a Quality Service</b></p> <ul style="list-style-type: none"> <li>▪ Committed to the rights, voice and best interests of children.</li> <li>▪ Able to manage sensitive or distressing information with tact, diplomacy and ethical integrity.</li> <li>▪ Ability to prioritise effectively, work at pace and ensure organisational consistency in decision making and standards.</li> </ul> <p><b>Value: Respectful</b>  <b>Behaviour: Communicating and Influencing</b></p> <ul style="list-style-type: none"> <li>▪ Excellent communication skills, including the ability to explain complex issues clearly to diverse audiences.</li> <li>▪ Able to influence and negotiate effectively at a national level.</li> <li>▪ Maintains professionalism and authority under pressure, modelling fairness, courage and compassion.</li> </ul> <p><b>Value: Accountable</b>  <b>Behaviours: Leadership &amp; Decision Making; Changing &amp; Improving</b></p> <ul style="list-style-type: none"> <li>▪ Strategic thinker able to assimilate large volumes of complex information and make evidence-based decisions.</li> <li>▪ Reflective, improvement-focused and committed to high standards of professional practice.</li> <li>▪ Demonstrates integrity, credibility and sound judgement in high-profile or contentious matters.</li> </ul>	<p>√ √ √ √</p> <p>√ √ √</p> <p>√ √ √</p> <p>√ √ √</p>		
<p><b>Other Requirements</b></p> <p>Flexible with regard to working hours</p> <p>Ability to travel between offices and to court buildings</p> <p>Fitness to work*</p>	<p>√</p> <p>√</p> <p>√</p>		<p>Interview</p> <p>Interview</p> <p>External assessment</p>

*\*Medical questionnaire assessed by independent occupational health service must be completed*