

Deputy Director; Practice & Participation lead – Children and Young People’s Centre for Justice (CYCJ)

Section	Children and Young People’s Centre for Justice (www.cycj.org.uk)		
Faculty	Faculty of Humanities and Social Sciences (www.strath.ac.uk/humanities/)		
Staff Category	Administrative and Professional	Reference No	418822
Reports To	Director of CYCJ	Grade:	9
Salary Range:	£53,348 - £60,022	Contract Type:	Fixed Term (Until 31/03/2024) with extension likely, dependent on funding. Secondments and Job Shares welcome
FTE	1 (35 hours/week)	Closing Date	06/02/2022

Job Advert

The Children and Young People’s Centre for Justice (CYCJ) works towards ensuring that Scotland’s approach to children and young people in conflict with the law is [rights-respecting](#); contributing to better outcomes for our children, young people and communities. We produce robust ground-breaking work by bringing together children and young people’s contributions, research evidence, practice wisdom and system know-how to operate as a leader for child and youth justice thinking in Scotland and beyond. An [evaluation](#) of CYCJ, published in 2020, highlights how our significant contribution stems from our unique role and positioning:

‘CYCJ is a boundary-spanning intermediary organisation. Boundary spanners are capable of contributing to system change. Their work to redress the imbalances of information, to connect and share insight across groups, to coordinate people to collaborate on key issues as well as focused interventions on seemingly intractable issues can come together to create paradigm shifts in the system’

Our focus for 2020-2025 is on supporting Scotland to comply with its international commitments for children and young people in conflict with the law in relation to the United Nations Convention on the Rights of the Child (UNCRC), find our [strategy](#) here.

We work across three workstreams: Practice and Policy Development, Research, and, Participation and Engagement. This post will lead on the areas of Practice Development, Participation and Engagement and ensure these strategies are achieved. The successful candidate will also deputise for the director and join the senior management team to contribute to meeting CYCJs vision and action plan.

We are seeking a motivated individual with management and leadership experience who can contribute to how we deliver our strategies and prioritise the voice of lived experience in all areas of work.

CYCJ is primarily funded by the Scottish Government and based in the University of Strathclyde, in the School of Social Work and Social Policy. Our Executive Governance Group has oversight of CYCJ and our strategic direction, and consists of representatives from across policy, practice, research and lived experience.

Please note this is a fixed term appointment (until 31/03/24) with extension likely, dependant on funding. Secondments and job share applications are welcome.

Job Description

Brief Outline of Job:

This post will involve managing and leading on the practice, participation & engagement work streams; overseeing current strategic direction; leading on, and developing future strategies, and supervising all staff within these teams. The post-holder will also oversee the administrative operations of CYCJ, support the director to lead and oversee all aspects of the work of CYCJ and deputise for the director as required.

The postholder will be expected to be or to become a respected leader for children and young people's justice in Scotland, making a significant contribution to thinking nationally and over time internationally, and often raising difficult issues and concerns with stakeholders. They will work with children and young people, practitioners, policy makers and researchers to achieve change. This will involve engagement with a diverse range of stakeholders within Scotland and internationally, and so requires an ability to bring different people and types of knowledge together in order to improve things. The post holder will have specific responsibility for two workstreams; practice and policy development; and participation and engagement.

Main Activities/Responsibilities:

1.	Provide visible leadership across Scotland for children and young people in conflict with the law and their needs, ensuring their voices and experiences, and evidence from all sources are taken into consideration across policy and practice decisions.
2.	Offer innovative and evidence-based thinking and ideas for those working with children and young people in conflict with the law, constructively challenging policies and practice to support better lives and outcomes.
3.	Deputise for the director across all areas of work as required, with necessary oversight of all CYCJ's work to represent the organisation as needed.
4.	Oversee the administrative functions of CYCJ and support the director in the day to day running of CYCJ, acting as a check and balance for overseeing CYCJ's finances along with the director.
5.	Lead on the area of practice development participation and engagement for CYCJ, ensuring strategic direction and leadership and supervision of all staff members.
6.	Maintain effective relationships with policy and practice stakeholders, ensuring effective and regular communication with the Scottish Government, NYJAG, WSA leads.
7.	Develop international links across policy, practice and academic communities.
8.	Present on behalf of CYCJ at conference and events, giving evidence to Parliament on the issues faced by children and young people in conflict with the law as required.
9.	Lead on the provision of detailed reporting of CYCJ activities to enable activity and impact reporting of work for practice development and participation/engagement workstreams, restorative justice and any additional projects to the relevant governance body and funders, through the development of an annual workplan, attendance at monitoring meetings and the Executive Governance Group.
10.	Support collaborative research, practice development, participation and/or knowledge exchange projects
11.	Represent CYCJ on relevant committees and boards, delivering expert inputs where needed and requested.
12.	Lead CYCJ by personal example, always demonstrating CYCJ's mission and values, and constantly identifying areas for improvement and how to achieve the greatest impact for children and young people in conflict with the law.

Person Specification

Educational and/or Professional Qualifications

(E=Essential, i.e. a candidate must meet all essential criteria to be considered for selection, D=Desirable)

E1 A relevant degree or appropriate professional qualification plus significant relevant experience

Experience

E2 Demonstrable leadership experience related to children and/or justice in a practice setting

E3 Experience of leading complex partnership programmes or projects within the child or justice sectors
E4 Experience of practice change and innovation, and the barriers to change
E5 Experience of effectively managing staff and resources
E6 An in-depth understanding of the issues affecting children in conflict with the law
D1 Experience of participation and engagement work with children, young people and families
E7 Significant experience of working collaboratively with multiple partners.
D2 Experience of working with a board or committee
E8 Experience of building strong and effective relationships with wide range of stakeholders
Job Related Skills and Achievements
E9 Demonstrable leadership capabilities, including an ability to inspire without line management responsibility, as well as direct line management experience
D3 A strategic thinker and highly developed skills at long term visioning and strategic planning
D4 An ability to identify new opportunities to maximise impact and secure funding in order to pursue these
D5 Skills to develop constructive relationships with children and young people, practitioners, policy makers and researchers
D6 Strong analytical and report writing skills, with the ability to write impactfully for a range of audiences
Personal Attributes
E10 Excellent interpersonal and communication skills, with the ability to listen, engage and persuade, and to present complex information in an accessible way to a range of audiences
E12 Ability to work within a team environment
E13 Has a genuine commitment to and cares about children in conflict with the law, their rights and participation

Application Procedure

Applicants are required to complete an application form including the name of three referees who will be contacted without further permission, unless you indicate that you would prefer otherwise. Applicants should also submit a Curriculum Vitae and a covering letter detailing the knowledge, skills and experience you think make you the right candidate for the job. Applicants should also complete the Equal Opportunities Monitoring Form.

Other Information

Further information on the application process and working at Strathclyde can be found on our website (<http://www.strath.ac.uk/hr/workforus>).

Informal enquiries about the post can be directed to Fiona Dyer, Director – Children and Young People’s Centre for Justice fiona.dyer@strath.ac.uk

Conditions of Employment

Conditions of employment relating to the Knowledge Exchange staff category can be found at: [Conditions of Employment](#).

Rewards and Benefits

Our staff have access to a wide range of outstanding benefits that include financial rewards, family friendly and wellbeing benefits and career development opportunities, details of which can be found [here](#).

PVG Check

This position involves regulated work, making it a legislative requirement that the successful candidate becomes a member of the Protection of Vulnerable Groups Scheme. If appointed, employment with the University will not be confirmed, until membership of the Scheme has been received. The successful applicant will be precluded from working with protected groups until that time.

Pre-employment health screening

An offer of appointment will be subject to a medical assessment by Occupational Health. An individual who accepts an offer of employment must complete a confidential medical questionnaire and forward it to the Occupational Health Nurse within 5 days of receipt. If further information is required the individual may be contacted by the OHN or a Medical Advisor and a

personal appointment with the individual may be arranged. An unconditional contract of employment will not be issued until Human Resources receives confirmation that applicant is fit to undertake the duties of the post.

Probation

Where applicable, the successful applicant will be required to serve a 12 month probationary period.

Pension

The successful applicant will be eligible to join the Universities' Superannuation Scheme. Further information regarding this scheme is available from [Payroll and Pensions](#).

Interviews

Formal Interviews for this post will be held on 22nd February 2022

Equality and Diversity

We value diversity and welcome applications from all sections of the community.

The University currently holds a Bronze Athena SWAN award, recognising our commitment to advancing gender equality in academia across all academic disciplines and professional and support functions.

University Values

The University's Values capture what we're all about: who we are, what we believe in and what we stand for. [Our Values](#) have been derived from how we act and how we expect to be treated as part of Strathclyde.

