COMMUNITY JUSTICE SCOTLAND

Community Justice Scotland

Ceartas Coimhearsnachd Alba

Caledonian System National Trainer and Advisor

November 2026

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1. Overview



The Community Justice (Scotland) Act 2016 established Community Justice Scotland (CJS) as the national organisation for promoting, monitoring and supporting improvement in the delivery of community justice in Scotland.

CJS is here for everyone who has experience of the justice system in Scotland. Victims, people who have broken the law, practitioners and professionals working within the criminal justice system, members of the Scottish Government, policy makers and legislators but most importantly the population of Scotland who need to be assured that the system of justice is fair, safe and effective.

We all want Scotland to be a place where we can all feel safe. That's why we need a justice system than we can rely on. We'll achieve that goal through constant innovation and by working closely with our partners to develop new ways of supporting people who have committed a crime, their families and the various agencies that help to break the cycle of reoffending, allowing people to make a positive contribution to society.

Role: Caledonian National Trainer and Advisor

Salary: £49,401- £59,152

New entrants will start on the lowest salary point. Top of scale salary can be achieved within 4 years of employment

Contract: Permanent

(subject to satisfactory completion of probation)

CJS is a values-based organisation, and we thread our values through everything we do. Our **Values in Action** document shows our commitment of how we work together as a team and with our stakeholders and our community.

Our **People Strategy** sets out our vision for the type of organisation we want to be. We know that if you like the people, enjoy the role and feel listened to and valued, you will feel fulfilled and productive in your role. We learn from each other and promote continuous improvement in what we do. You will meet great people, and you will be inspired by the work that goes on across Scotland and beyond.

2. Your Role: Your Strengths

The National Caledonian Trainer and Advisor is a key role in developing and influencing the direction of Community Justice activity by creating, curating, delivering and evaluating world class learning products. These learning products will be innovative, evidence-based and promote best practice. Your role is to support the organisation by collaborating effectively with key stakeholders and colleagues to drive forward change.

As a national trainer and advisor, you will have significant knowledge, understanding and delivery of the Caledonian System. You will be able to support local authorities and stakeholders with best practice advice.

To support the Caledonian System national team's delivery objectives, you will:

Have demonstrable experience in the delivery of all aspects of the Caledonian Men's Programme. You will be able to clearly explain and explore all concepts and exercises within the training environment.

Demonstrate a sound understanding of the theoretical underpinnings of the Caledonian System and be able to convey these to others.

Have a solid understanding of the Level of Service Case Management Inventory (LS/CMI) and the Spousal Assault Risk Assessment (SARA) V3 tool and significant experience of applying these in practice.

Understand, and have the ability to promote, the importance of data collection in programmed intervention work.

Have an understanding of the wider training context for justice social work.

3. Main Duties

- Provide professional and practice advice in relation to implementation and delivery of all aspects of the Caledonian System. This will require you to engage with a range of stakeholders including front line Caledonian workers and their managers, Scottish Government representatives and wider partners in the violence against women and girls' network.
- Deliver all aspects of the Caledonian System training both in person and online
- Ongoing development of the suite of Caledonian System training and manuals
- Prepared to travel extensively and stay away from home overnight on a regular basis to support the delivery of training and engagement activities across Scotland
- Act as a role model for continuous learning by reflecting on own practice and seeking improvement and development opportunities that support the creation of a learning culture
- Provide advice on Caledonian data collection
- Delivery of risk assessment tools training
- Work collaboratively with the wider learning, development and innovation team at CJS to deliver national training
- Represent the Caledonian System at local and national forums

4. Essential Criteria

- In-depth understanding of all elements of the Caledonian System including extensive experience in delivering the Caledonian Men's Programme (both individual and group work elements)
- Experience of working in a justice social work setting, including a working knowledge and application of the range of risk assessment tools used in justice social work
- Comprehensive knowledge and understanding of trauma informed practice
- Motivated and well organised with the ability to take responsibility for managing own diverse workload
- Experience of working in multi-agency partnerships
- Ability to communicate complex ideas concisely in engaging and compelling ways

5. Desirable Criteria

- Ability to design and deliver learning interventions that use digital technologies and a range of creative facilitation approaches
- In-depth knowledge and understanding of the Scottish Justice System
- A proven track record in collaborating to lead the design of critical and innovative learning interventions
- Experience of embedding equality, diversity and inclusion principles and current research within learning and development activity

6. Success Profiles – Behaviours

Success profiles are specific to each job, and they include the mix of skills, experience and behaviours candidates will be assessed on. You can find out more about Success Profiles Behaviours, here. This post sits within behaviour level 3.

- Seeing the Big Picture
- Changing and Improving
- Making Effective Decisions
- Leadership
- Communicating and Influencing
- Delivering at Pace

7. Flexible Working

CJS are an Edinburgh based organisation. We enjoy coming together as a team and therefore have a three day a week commitment to working from our office space/engaging with our stakeholders.

CJS is a Disability Confident Employer and as such we are an inclusive and accessible organisation

8. How to Apply

Please complete our application form on MS Forms available on our website.

If you would like to apply using an alternative method, please contact our People Team via email at **HR@communityjustice.scot**.

If you have any questions, please do not hesitate to get in touch via at **HR@communityjustice.scot**. CJS is an inclusive organisation and as such we are happy to make reasonable adjustments for any candidate.

We are a Disability Confident employer. Please see our Disability Confident statement on our website here: Join the Team - Community Justice Scotland.

Closing date for applications is 2 December at noon

Interviews will take place in person on w/c 14 December 2026

We are a values-driven organisation. Our values underpin everything we do and are reflected in our recruitment practices, policies, behaviours, and ways of working.


Respect


Effective


Compassion


Fairness


Understanding


Integrity

Annual leave 5 weeks increasing to 6 after 2 years	11.5 days Public and Privilege Holidays annually
Personal Development	Flexible Working
28.3% employer pension contribution	Wellbeing Programme

Values Based
By feeding our values through everything we do we will provide an environment that recognises and appreciates our people

Talent Development
By investing in our people and seeing their potential we create an environment that recognises the value of learning, growth and enhanced capability

Wellbeing Focused
By putting personal wellbeing at the heart of everything we do, we hope to create an environment where people feel supported and can then support others

Inclusive and Accepting
We strive to provide a trusting and safe environment, where we work collaboratively and empower one another

The health and wellbeing of everyone at CJS is important and we aim to show this through our accreditations:

BAN THE BOX

We are a Living Wage Employer

CARER POSITIVE Employer in Scotland ENGAGED

disability confident EMPLOYER

COMMUNITY JUSTICE SCOTLAND

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