



HM Inspectorate of Probation

HM Assistant Inspector – An Overview

- Are you a senior manager in the criminal justice sector?
- Are you looking for a role that is interesting, challenging and makes a difference?
- Do you want to develop your leadership skills and boost your career prospects?

About us

HM Inspectorate of Probation is the independent inspector of probation and youth offending services in England and Wales. We promote excellence in these services. Based on our independence, expertise and experience, we can uniquely focus on the identification of best and effective practice. We identify if success has been achieved, how it has been achieved, but also why it has not. We test the effectiveness of the provision and provide assurance. Critically, we make recommendations designed to identify and disseminate best practice, challenge poor performance and encourage improvement. We provide evidence-based intelligence for commissioners and providers, designed to play a key part in facilitating and encouraging improvement in effective service delivery.

About this role

Assistant Inspectors (AIs) play a key role in HM Inspectorate of Probation's inspections of adult and youth offending work. During inspection visits they examine and assess the quality of practice carried out by frontline staff, against HMI Probation's published inspection standards.

The inspection programme for AIs is demanding and while we are moving towards a hybrid model of inspection (with some inspection activity conducted remotely and some on-site) you may still need to work away from home for a significant amount of time. At times, this may involve being away from home up to three weeks out of four.

About you

In order to undertake the HM Assistant Inspector role you must:

- have experience of working within or close to probation (in a youth or adult setting)
- have experience of assessing quality of performance against a specified set of standards
- have the ability to communicate clearly and concisely and provide feedback to others

This experience is likely to be found in applicants who are, or equivalent to, probation officers, senior probation officers, senior YOS officers, operational managers.