



## HM Inspectorate of Probation

### **HM 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**

HM Inspectors (HMIs) will be responsible for leading inspections at Probation Delivery Unit (PDU) and regional level. You will also have the opportunity to lead/contribute to our thematic inspections, which explore high-profile topics on a national basis.

As an HMI, you will be involved in every stage of our inspections: planning, conducting fieldwork, and drafting the final report. You will interview and hear from senior leaders, practitioners and people on probation, as well as use a wide range of data sources to form judgments. You will identify effective practice as well as areas for improvement; you will also make recommendations and contribute to final ratings.

These are collaborative roles so you will work closely with the Head of Programme and other members of the inspection team, and have regular contact with the Chief Inspector of Probation. Your final report will be submitted to the Secretary of State for Justice and will help to improve practice locally and nationally.

The Inspectorate is committed to learning and development for all staff. During the first year of your secondment, you will work towards a Skills for Justice certificate of achievement in inspection skills (arranged and funded by the Inspectorate). You will receive ongoing feedback and support as you develop your professional skills.

HMIs who have completed secondments with us have gone on to take senior leadership roles in the Probation Service and broader criminal justice sector. A current HMI said: "One of the best decisions I've ever made was to join the Inspectorate. It's an organisation that is working so hard to improve probation service delivery."

## **About you**

HM Inspectors must:

- have worked at a senior level in a related profession, and have experience of interacting with senior stakeholders (such as Regional Probation Directors or Director/Chief Executive level)
- have experience of assessing performance against a set of established standards
- understand and/or be adept at using qualitative and quantitative analysis methods
- be able to interpret and extrapolate themes from large volumes of written and numerical data
- be able to assimilate large quantities of information from a range of sources and produce a report using a house style guide
- be confident and competent in using IT (you have experience using Word, Excel, Outlook, a reasonable amount of case management software, etc).