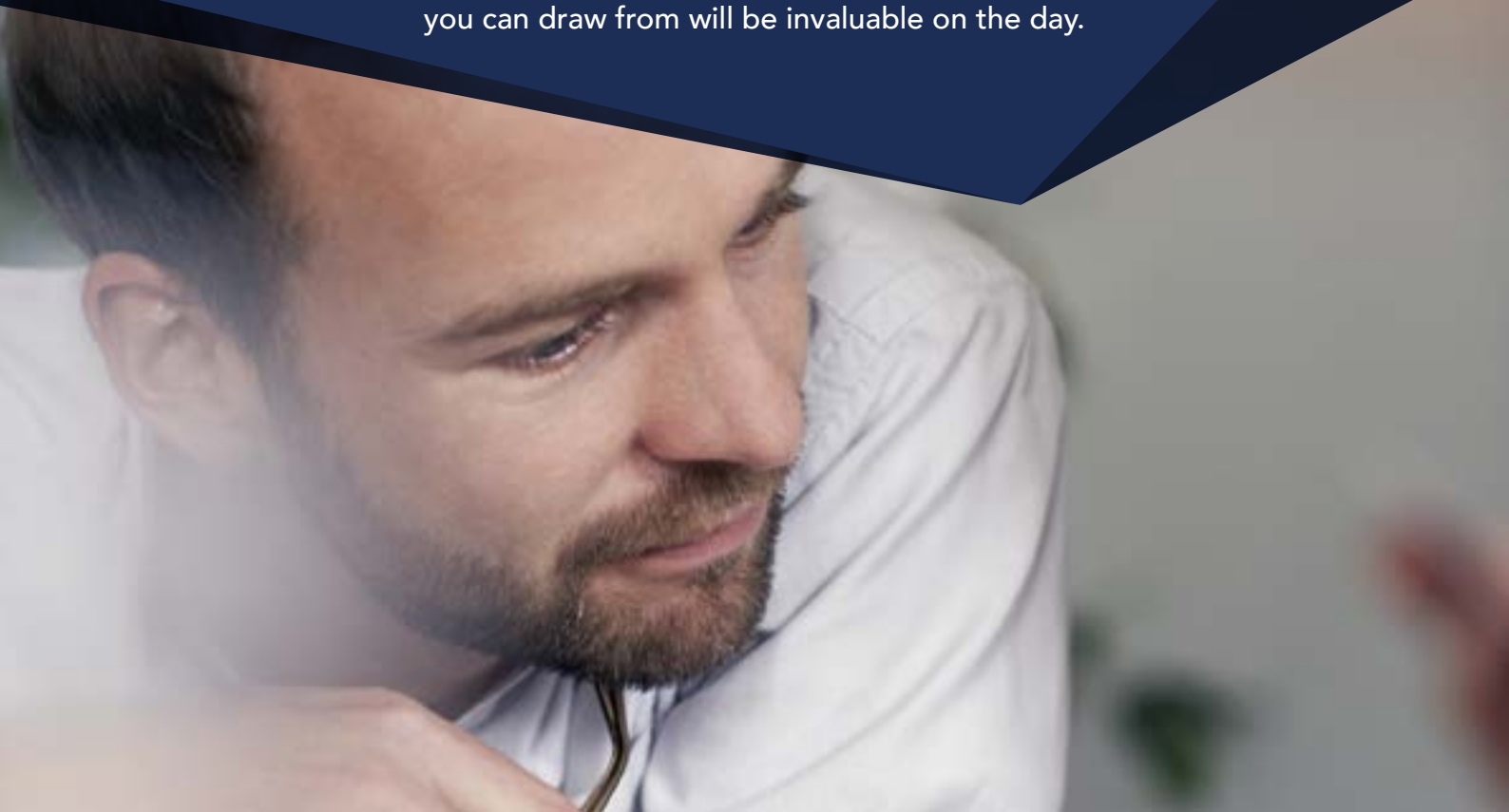




SANCTUARY
CRIMINAL JUSTICE

PREPARATION FOR YOUR NEXT INTERVIEW

Rehearsing answers to possible questions is one of the most effective techniques you can use to secure the role you've applied for. Having content in your mind that you can draw from will be invaluable on the day.





Can you tell me about yourself?

If you like to challenge yourself, work well in a team and have a highly adaptable approach, here's your chance to say so, but do use a real-life example of where you've applied these skills.

Why did you decide to work in a criminal justice setting?

Employers will want to see that the reasoning is less about you and more about the impact you can have on others.



What do you know about working for us?

Research local reoffending rates, the services provided by the employer, and acknowledging any landmark projects or pilot schemes they've been involved in. This will show you have taken the time to understand their business and are proactive.

What is happening in criminal justice policy that could affect your work?

Remember that the interviewer is not looking for detailed knowledge on all issues, but an understanding of your sector and the issues it faces. Do try to remain positive though, even when talking about challenges.



How would you know that service users are getting a service that is effective?

Services are becoming increasingly measured on results; it is important to show that you understand issues around monitoring and evaluation, gathering feedback and your own supervision.

What attracted you to the role?

When speaking about why you applied for the role, bring the discussion back to you and how your skills, knowledge and experience mean you are the right fit.



What is your experience of working in a multi-agency environment?

Be prepared to speak about working with other criminal justice agencies, the voluntary sector, the local authority, and healthcare professionals. If you can, use examples of where you've enhanced communication between those agencies.

Can you give an example of something you are proud of in your career?

This is your chance to show how innovative and resourceful you can be. Do use examples that would be of direct relevance to the role you are applying for.



How do you manage your caseload?

Clearly illustrate your management style, including assessing, monitoring and addressing offender behaviour. Make sure you cover which models of practice and methodology you use, and why.

Do you have any questions?

Try and bring the interview to a close by asking the final question. It's best to have a list of at least three in case your question is answered before the end of the interview.

Good luck! If you have any questions ahead of your interview, contact your Sanctuary consultant, who will be happy to help.