

## Assessment Information: Prison Officer - Operations

Thank you for your interest in the above role. Below, you will find information on how the different competencies will be assessed throughout the Recruitment process. You will be assessed against the competencies and key behaviours as set out in the SPS Behavioural Competency Framework (BCF) which outlines the key behaviours and standards required both of applicants and existing staff. Further details on the BCF can be found on the Careers section of our website.

### ASSESSMENT FRAMEWORK

Competencies	Essential/Desirable	Assessment Methods
<b>Qualifications</b> Five National 5 Qualifications (including Maths and English) or equivalent qualifications or relevant people facing experience.	Essential	<ul style="list-style-type: none"> <li>Application Form</li> </ul>
<b>Professional Development</b> Commitment to undertake formal training and qualifications to support your learning and development.	Essential	<ul style="list-style-type: none"> <li>Interview</li> </ul>
<b>Working with others</b> Work experience which demonstrates your ability to work effectively within teams, interact with people and build successful working relationships.	Essential	<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> </ul>
<b>Influencing the behaviour of others</b> Evidence of your ability to confidently and positively influence or challenge the behaviour of others.	Essential	<ul style="list-style-type: none"> <li>Application Form</li> <li>Interview</li> </ul>
<b>Problem solving</b> Experience of solving problems, demonstrating your ability to proactively identify the issue, explore options and take the necessary action to resolve the issue.	Essential	<ul style="list-style-type: none"> <li>Psychometric Testing</li> <li>Interview</li> </ul>
<b>Numeracy &amp; literacy skills</b>	Essential	<ul style="list-style-type: none"> <li>Application Form</li> </ul>

Basic level of numeracy and literacy skills in order to comprehend and clearly articulate information.		<ul style="list-style-type: none"> <li>• Psychometric Testing</li> </ul>
<b>Following processes &amp; procedures</b> Evidence of your ability to follow processes, procedures and instructions to ensure accuracy and standards are met.	Essential	<ul style="list-style-type: none"> <li>• Application Form</li> <li>• Interview</li> </ul>
<b>Commitment to SPS Vision &amp; Values</b> Commitment to furthering organisational goals through the achievement of personal and team targets/objectives.	Essential	<ul style="list-style-type: none"> <li>• Interview</li> </ul>
<b>Fitness</b> Appropriate level of physical fitness to operate safely and effectively in the role.	Essential	<ul style="list-style-type: none"> <li>• Fitness Test</li> </ul>

## RECRUITMENT PROCESS

