

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
Qualifications Five National 5 Qualifications (including Maths and English) or equivalent qualifications or relevant people facing experience.	Essential	<ul style="list-style-type: none"> Application Form
Professional Development Commitment to undertake formal training and qualifications to support your learning and development.	Essential	<ul style="list-style-type: none"> Interview
Working with others 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"> Application Form Interview
Influencing the behaviour of others Evidence of your ability to confidently and positively influence or challenge the behaviour of others.	Essential	<ul style="list-style-type: none"> Application Form Interview
Problem solving 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"> Psychometric Testing Interview

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

