



HM Prison & Probation Service

Job Description (JD)

Band 5

Group Profile – Hub Manager (HM)

Job Description – HM : Offender Management

Document Ref.	JES 158 JD B5 HM: Offender Management
Document Type	Management
Version	5.0
Classification	Official
Date of Issue	05/08/19
Status	Baselined
Produced by	Job Evaluation Assurance and Support Team
Authorised by	Reward Team
JD Evidence	

Job Description

Job Title	HM : Offender Management
Group Profile	Hub Manager
Organisation Level	First Line Management
Band	5

Overview of the job	This is an administrative managerial job within an establishment.
Summary	The job holder will be responsible for managing the administrative processes within the Offender Management Hub including court procedures, ensuring that prisoners received into custody are managed through their sentence and released from custody correctly in line with the National Reducing Reoffending Strategy. This is a non-operational job with line management responsibilities.
Responsibilities, Activities and Duties	The job holder will be required to carry out the following responsibilities, activities and duties: • Manage the transactional activity associated with the Offender Management function and the administrative staff within this area. This includes ensuring the following paperwork is complete, checked and ready for onward transmission: • Discharge Report / Pre-Discharge Report • Re-categorisation process and Boards • Bail applications • Completes management checks of Violent Sex Offender Register (VISOR) • Release on Temporary License (ROTL) • Home Detention Curfew (HDC) • Public Protection • Offender Assessment and Sentence Management (OaSys) • Multi-agency Public Protection Arrangements (MAPPA) • Sentence calculations • Observation Classification Allocation (OCA) • Prisoners allocation and transfers • Appeals • Adjudications • Indeterminate Sentence prisoners • Parole applications • Legal Correspondence • License Applications • Resettlement overnight release • Prisoner Fines • Foreign Nationals/Deportation/Immigration • Risk to Children/Safeguarding Children • Harassment/Restraining Orders • Probation • Category A administration • Resettlement

	Undertake other administrative management tasks including: • Contribute toward the development of local policy, procedures and practice and ensure consistency of application • Manage devolved budgets in accordance with the financial procedures outlined in the budget delegation • Manage the achievement of Service Delivery Indicators (SDIs) and standards within the work area, verifying and signing off documentation as appropriate • Attend relevant unit meetings as and required to provide feedback on good practice examples, to promote awareness for better and more efficient ways of working • Analyse and act on data collected by the Hub and produce any relevant reports to show findings • Ensure that data entered into local and national systems is accurate and in accordance with agreed timescales • Monitor performance of the Hub • Draft all external and internal communications on behalf of the Hub • Provide Head of Function with management information relating to the relevant area • Be responsible for the management of all staff within their area. This includes staff performance, development and annual appraisal through to sickness absence management • Act as first point of contact for relevant external stakeholders • Act as requisitioner or approver dependant on local policy The duties/responsibilities listed above describe the post as it is at present and is not intended to be exhaustive. The job holder is expected to accept reasonable alterations and additional tasks of a similar level that may be necessary. Significant adjustments may require re-examination under the Job Evaluation Scheme and shall be discussed in the first instance with the job holder.
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Behaviours	• Changing and Improving • Communicating and Influencing • Working Together • Managing a Quality Service • Making Effective Decisions • Leadership
Strengths	NB: The below are for guidance only. It is advised strengths are chosen locally, recommended 4-8.
Essential Experience	Able user of MS Word and MS Excel Information collation and analysis
Technical Requirements	Internal applicants Newly promoted staff to the following Band 5 first line manager roles (Hub Managers, Custodial Managers and Facilities & Services Managers) in Establishments are required to complete a qualification as part of their work objectives where these training packages are available Staff that have mapped or re-graded to Band 5 who have previously worked at an equivalent level will not be required to undertake the qualification. External applicants All external staff joining as a Band 5 Hub Manager or Facilities and Services Manager in an Establishment are required to complete the qualification where available.

Ability	
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Minimum Eligibility	• All candidates are subject to security and identity checks prior to taking up post. • All external candidates are subject to 6 months' probation. Internal candidates are subject to probation if they have not already served a probationary period within HMPPS. • All staff are required to declare whether they are a member of a group or organisation which HMPPS consider to be racist.
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Hours of Work (Unsocial Hours) Allowances	
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Success Profile

Behaviours	Strengths N.B. It is advised strengths are chosen locally, recommended 4-8	Ability	Experience	Technical N.B Please check the individual job description relating to this group profile for the any job specific requirements and add if required.
Changing and Improving			Able user of MS Word and MS Excel	Internal applicants Newly promoted staff to the following Band 5 first line manager roles (Hub Managers, Custodial Managers and Facilities & Services Managers) in Establishments are required to complete a qualification as part of their work objectives where these training packages are available Staff that have mapped or re-graded to Band 5 who have previously worked at an equivalent level will not be required to undertake the qualification.
Communicating and Influencing			Information collation and analysis	External applicants All external staff joining as a Band 5 Hub Manager or Facilities and Services Manager in an Establishment are required to complete the qualification where available.
Working Together				
Managing a Quality Service				
Making Effective Decisions				
Leadership				