



ISLE OF MAN
PRISON SERVICE

2026 PRISON OFFICER

Teamwork | Drive | Inspire



Candidate Pack
Applicant Information

 01624 891025

 Recruitment.Prison@gov.im

A WELCOME FROM THE GOVERNOR

Leroy Bonnick

Isle of Man Prison Governor



Welcome to the Isle of Man Prison & Probation Service.

As Prison Governor, I am proud to welcome you as you consider joining our dedicated and professional team. A career within our Service is far more than employment – it is a commitment to public service, personal integrity, and the belief that people can change.

Working in prisons and probation provides a rare opportunity to make a real difference. Every member of our staff plays a vital role in protecting our community, maintaining safe and secure environments, and supporting individuals to rebuild their lives. Through professionalism, compassion, and accountability, we help create pathways away from offending and towards positive futures.

Our Vision is clear: Creating Change. Building Safer Futures.

Our Mission is to keep our island safe by promoting positive behavioural change, supporting successful reintegration into society, and upholding the values that guide everything we do.

Our Values – Respect, Transparency, Trust, Integrity, Resilience, and Teamwork – define our culture and shape how we work with those in our care, with our colleagues, and with the wider community.

We are committed to developing a workplace where staff feel supported, challenged, and valued. Whether your role is custodial, probation-focused, or in a vital support function, you will be part of a team united by purpose and driven by the conviction that rehabilitation is essential to a safer society.

This guide will introduce you to our work, our expectations, and the opportunities available. I hope it encourages you to explore a career where your contribution can have a lasting and meaningful impact.

We look forward to welcoming you to the Service and supporting you on this important and rewarding journey.



ABOUT THE ROLE

We're looking for compassionate, approachable and resilient individuals to join our dedicated team of Prison Officers at the Isle of Man Prison.

The role of a Prison Officer goes beyond the typical 9-to-5. You'll face the unexpected and must be ready for whatever challenges arise. In this unique position, you'll play a key role in maintaining safety, supporting rehabilitation and helping offenders build a better future.

This rewarding opportunity offers you the chance to protect the public, promote positive change and make a lasting impact in your community. This is a challenging, no-two-days-are-the-same job where your ability to balance authority with compassion will be crucial.

One of your biggest challenges will be building trust and rapport with prisoners while maintaining professionalism, discipline and good conduct. As a

role model, you'll use interventions to address re-offending behavior, encourage positive change and help prisoners build structure in their lives. You'll also play a crucial role in supporting those struggling with self-harm, ensuring they receive the care and guidance needed to move forward.

Prison Officers at the Isle of Man Prison undergo an initial 12-week training course delivered at the prison. This course is designed to enhance your interpersonal skills and prepare you for working effectively with prisoners. You'll receive training in control and restraint techniques, as well as search and security procedures. Upon completing the course, you'll be supported by experienced officers as you transition into your role. The probation period for Prison Officers is six months.

If you're ready to take the next step in your career and make a real difference to your community, we'd love to welcome you to our team.

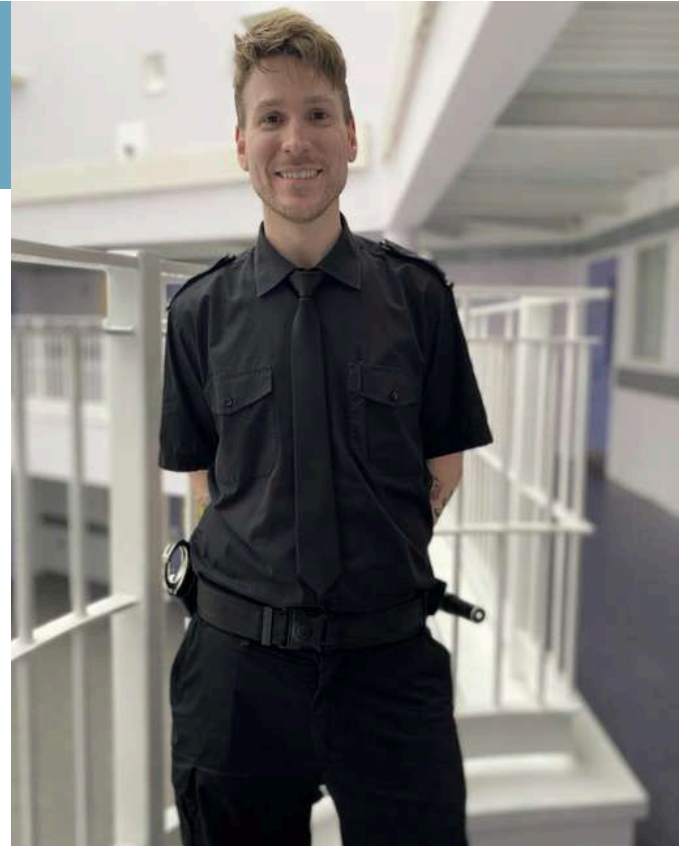
TRAINING TODAY, LEADING TOMORROW.

Mike Willmott
Prison Training Manager

Thank you for your interest in joining the Isle of Man Prison and Probation Service as a Prison Officer.

A career in a custodial environment is unique and can be a very different career path for many.

As Prison Training Manager, my role is to oversee your training and development, ensuring you feel supported, prepared, and confident, both during your initial training and throughout your career.





Our initial training programme equips you with the necessary theoretical knowledge and practical skills required to maintain safety and security within the Prison, while also building your communication, decision-making, and interpersonal skills.

The modern Prison Officer role is about more than supervision; it is about building professional relationships, managing risk, promoting positive behaviour, and contributing to rehabilitation.

Working in the Isle of Man Prison Service is both demanding and rewarding. You will be challenged, tested, and required to demonstrate professionalism, resilience, and fairness every day.

We are seeking individuals who demonstrate integrity, emotional intelligence, empathy and accountability. Your existing attributes, life experiences and personality form the foundation of your training and development, and our application process is designed to give you the opportunity to demonstrate these in your own way.

Good luck with your application and I look forward to welcoming you to the team.



MAIN DUTIES

Residential & Operational Duties

- Supervise and control prisoners in accordance with Prison Rules and the Governor's instructions.
- Maintain good standards of prisoner care ensuring that prisoners are treated with humanity and dignity whilst maintaining discipline.
- Ensure the provision of the prisoners' statutory and legal rights including letters, visits, exercise, clothing, etc.
- Process prisoners' cash, valuables and property accurately and maintain up to date records of all transactions.
- Process prisoner casework and applications efficiently and write reports on prisoners.
- Encourage and motivate prisoners.
- Perform the duties as a Custody Support Officer to allocated individual prisoners.
- Ensure that the prison's anti-bullying and anti-suicide policies are adhered to.
- Carry out reception procedures for prisoners arriving at custody.
- Supervise visits with prisoners including social visits with family and friends and professional visits with advocates and other outside agencies.

Security

- Raise any security concerns to the Senior Officer in charge and write reports where necessary
- Remain informed and vigilant with regards to topical and routine security matters
- Always maintain control for the safety of staff, prisoners and visitors using the range of tools and techniques available

Health and Safety

- Take reasonable care for the health and safety of prisoners, colleagues and yourself.
- Maintain the appropriate standards of health, safety and hygiene.
- Supervise cleaning, work parties and association periods in line with good Health and Safety practice.
- Carry out cell fabric checks, and safety checks of communal areas as directed.

General

- Engage and interact with prisoners' families, members of the public, Police, Judiciary, other agencies in a courteous and efficient manner.
- Be expected to work unsociable hours including evenings, weekends, bank holidays and night shifts.
- Maintain proficiency in Control and Restraint techniques and ensure that refresher training is completed and in date.
- Use the IT systems to ensure information is reported, communicated and recorded appropriately. Systems include Microsoft Office and SharePoint and our Prison Information Management System (PIMS) comprising of prisoner records including general observations, work ethic and progression, education achievements etc.

Team Working

- Give and receive support and encouragement to and from colleagues.
- Work collaboratively with internal departments (Operational Support Grades, Gymnasium, Security, Works, Resettlement, Catering, Stores, Healthcare and Education) to ensure the smooth running of the routines and regimes.
- Engage with professional partners and outside agencies to encourage rehabilitation.

SKILLS & ATTRIBUTES

Essential Criteria

- ✓ Experience of effectively managing situations with difficult or challenging people within a work or volunteer environment
- ✓ Able to resolve disagreements constructively through negotiation or compromise
- ✓ Comfortable using computers and Microsoft word
- ✓ Good written and verbal communication skills, including good listening skills and the ability to adjust communication style to audience clearly and effectively
- ✓ Fluent in English, both written and spoken
- ✓ Team player with good interpersonal skills – able to engage well with a range of people
- ✓ Self-confident and assertive and able to work on own without supervision as necessary
- ✓ Reliable and self-motivated and an ability and willingness to learn
- ✓ Acts as a role model and maintains professionalism
- ✓ Remain calm under pressure and make balanced and well thought out decisions
- ✓ Adapts to change well and supports others through change
- ✓ Innovative and shares new ideas
- ✓ Demonstrate resilience
- ✓ Good organisational skills with high attention to detail
- ✓ Future focused
- ✓ Flexible and able to adapt to changing circumstances, multi- tasking when needed
- ✓ Personal integrity
- ✓ Trusts and is trusted
- ✓ Has positive energy and drive
- ✓ Inspires, motivates and empowers
- ✓ Able to work shifts, including nights, weekends & public holidays
- ✓ Physically able to carry out all aspects of the role
- ✓ Satisfactory Police Check
- ✓ Full, valid manual car driving licence

Desirable Criteria

- ✓ Isle of Man Worker



WHY OUR TEAM IS PROUD TO SERVE

Behind every uniform is a person making a real difference every day. Our prison officers play a vital role in keeping people safe, supporting rehabilitation, and building a respectful, professional environment. Here's what some of our team have to say about why they chose this career – and why they're proud to be part of it.

Tell us about your job – what do you enjoy most about it?

Lois: I enjoy the variety. No two days will ever look the same and there is always a learning opportunity and incredible progression opportunities. The shift pattern is not your regular 9-5 and so I am able to manage my own work/life balance. The flexibility to choose my own shift pattern was a huge selling point for me. The people truly do make the job and there is a real sense of trust amongst my fellow colleagues. Naturally they have welcomed us new starters with open arms and have been incredibly helpful with any questions about the role.

Liam: I enjoy talking to and helping people wherever I can – that is, for me, what being a prison officer is about.

Kristen: Helping people through their problems without judgement makes me feel I am making a difference.

Gemma: What I enjoy most about the role is the variety of development and progression opportunities available. There are numerous specialised departments to explore, along with ongoing training throughout the year, allowing you to continually build your skills and experience. The role not only supports strong career progression but also personal growth. You develop valuable skills such as communication, resilience and leadership, abilities that benefit you both professionally and in everyday life. It's a career that invests in you while giving you the chance to make a real difference.



What does an average day in your role look like?

Lois: There is no average day and that's what makes it so amazing! Depending on where you are detailed to work on any given day, you could be running movements around the prison or assisting in the day to day running of the landing. There is so much variety in the tasks that are to be completed and so the days just fly by. Expect to be very active in this role, this is certainly not your typical 9-5!

Kristen: I spend my day mostly on the residential wings in the core of the prison. Any obstacle could be thrown at you when you start your day, so no two days are ever the same.

Gemma: An average day on the Residential Wings involves delivering the daily regime while supporting prisoners to make positive progress through their sentence. Working with up to 42 individuals, you build professional relationships that encourage responsibility, development and rehabilitation. The role is varied and people-focused, from guiding progression and promoting positive behaviour to listening, advising and helping resolve issues where possible. It's a rewarding position where you can make a meaningful difference every day.

What is the team like that you work in?

Gemma: I work in a close-knit, supportive and diverse team where everyone looks out for one another. Given the nature of the role, colleagues are highly aware of each other's wellbeing and regularly encourage one another to achieve both professionally and personally. Teamwork is at the heart of what we do, strong collaboration ensures the prison runs safely and effectively. It's a positive environment where mutual respect and support make a real difference every day.

Kristen: I work with the most charismatic and positive group. Bringing me laughter, knowledge and passion for the job daily.

Lois: The team I work with is incredibly supportive and have been since I started. It can be quite nerve wracking walking out onto the landing for the first time but the support from my team really got me through those first few days. Additionally the training is intensive and provides regular opportunity to shadow on the wings prior to going 'live' as an officer so you aren't thrown in at the deep end.

Liam: Everyone helps everyone, I am glad to be in a professional group who continue to assist those in potentially the worst point in their lives.



"I have felt empowered to be a strong officer in my role and my confidence has grown hugely since joining"

What is the impact of your job on the Isle of Man?

Liam: If, through my work, I can help put even one person on a better path, then that's a better island, and better world for it.

Lois: It has been really rewarding to see how the work we undertake in the prison can create a positive impact on both prisoners and their loved ones.

Gemma: By helping individuals identify their strengths, interests and goals, we support them in building a positive and sustainable future on release. Ultimately, our work contributes to reducing reoffending, strengthening communities and creating a safer Isle of Man for everyone.



“I work with the most charismatic and positive group. Bringing me laughter, knowledge and passion for the job daily”

What advice would you give to someone looking to join?

Lois: Just do it. Whatever you think a Prison Officer is or looks like is likely to be untrue. It takes all sorts of characteristics including empathy, enthusiasm, a calm disposition and a team player to be a Prison Officer. One of the best decisions I have ever made was to just apply and stop putting it off. As a young female I have felt empowered to be a strong officer in my role and my confidence has grown hugely since joining.

Kristen: Be yourself, it is a term that is overused in prison but the only one that works so well. Come in and be exactly who you are and don't let other people persuade you to be otherwise.

Gemma: My advice? Give it a go! The application process is designed to help you succeed, guided by experienced officers every step of the way. You'll take part in a fitness test, team-building activities, and scenario-based exercises, with plenty of opportunities to ask questions and learn throughout the process.

What is your best memory of your time in role so far?

Lois: Some of my favourite memories have been seeing prisoners achieve things that they wouldn't think possible of themselves. These positive achievements aren't always huge things however they have a huge impact on the individual. I am proud to be a part of their journey.

What career and personal development opportunities have you had since starting as a Prison Officer?

Gemma: I've been part of the Designated Search Team, completed Adjudication Liaison Officer training, and I am preparing to complete a Mandatory Drug Testing course. I also stay up-to-date with first aid, suicide awareness, fire safety, and explore additional learning through ELearn Vannin courses, which help me grow both professionally and personally.

Kristen: I have taken part and put my name down for future personal development. Mental health training/ ACCT training/ MDT Training and hostage negotiation training. There is always training there for you if you are willing to put yourself out there.

How do you find managing your shift patterns around your other lifestyle?

Liam: Effortlessly, I have always found my managers are accommodating to any planned or sudden surprises that might crop up throughout the year. Also, appointments, holidays and the like are all easy to plan – I could figure out what I'm working 3 years from now if I really needed to.

Lois: In my opinion it has only improved my lifestyle. As we work on a one weekend on, one weekend off system too I don't lose every single weekend but equally have the freedom to take time off during the week where others maybe wouldn't. This has allowed me to configure a schedule that works for me!

Kristen: Shifts can be moved around or you can always swap with colleagues if you have anything urgent, otherwise it works in my favour for the lifestyle I currently live being active and outgoing.

Gemma: I find managing my shift pattern very manageable. It gives you the flexibility to plan your shifts around important dates, so you can be present for family events and social occasions. Being able to organise shifts in advance means I can maintain a good balance at home and continue enjoying an active social life, while meeting the requirements of working two evenings a week and every other weekend. It's a system that really supports a healthy and sustainable work-life balance.

“It's a rewarding position where you can make a meaningful difference every day. It's a career that invests in you while giving you the chance to make a real difference”



A WORKPLACE THAT INVESTS IN YOU



- ✓ We will **fully fund and support you through your training** to become a Prison Officer which is all done on Island by our in house instructors and specialists from the UK.
- ✓ Be part of a role where you are **helping and supporting your local community** every day.
- ✓ Earn a **competitive rate of pay** for the work you do.
- ✓ **Gain transferable skills** such as leadership, teamwork, problem-solving and staying calm in difficult situations.
- ✓ **Develop emergency skills** such as first aid care.
- ✓ **Free gym access** to the on-site gym.
- ✓ **Take time for life** with a generous annual leave entitlement.
- ✓ **Explore on two wheels** – after your first year, access our salary sacrifice scheme to buy a bike or eBike and discover the island.
- ✓ **Well-being matters** – enjoy exclusive access to mental health professionals, including free counselling and emotional support whenever you need it.
- ✓ Don't be charged to park, **free car parking** at our prison.
- ✓ Work in an organisation that values **Teamwork, Respect, Trust, Resilience, Integrity, and Transparency.**

APPLICATION PROCESS



TRAINING & DEVELOPMENT



Our initial Prison Officer training programme spans the first 12 weeks of your career. All training is delivered on Island by our Training Manager, alongside experienced Prison Staff. Throughout this period, you will gain an understanding of the Isle of Man Prison Service policies and procedures as well as practical skills that enable you to maintain safety and security within the Prison environment.

Some of the skills you will learn are:

- Control and Restraint Techniques
- De-Escalation Techniques
- Personal Protection Techniques
- Emergency First Aid
- Health & Safety Training
- Cuffing Procedures
- Searching Procedures
- Radio Procedures
- Interpersonal Skills / Positive Role Modelling
- Trauma Informed Training

Once you are fully trained as a Prison Officer, there are opportunities to progress throughout your career into different branches of the Prison service. You could find yourself working within the catering unit, training the prison dogs, helping prisoners with their physical fitness by becoming a prison gym instructor, or working in the resettlement unit, helping to get prisoners back into life after prison. Whatever your area of interest, there are opportunities to explore.



OUR VALUES

Our core values are deeply ingrained principles that guide our actions. They are inherent and sacrosanct and serve as cultural cornerstones.

Join us and work in an environment where we value:

Respect

We will treat all colleagues as we expect to be treated, with dignity, fairness and equality.

Transparency

We will explain why decisions are made and engage with those affected. We will be happy to be held accountable for all that we say and do.

Trust

We will be open, authentic and approachable and we will take the time to listen to what you say.

Integrity

We will be truthful and courageous always striving to do the right thing. We will keep our promises.

Resilience

We will provide our people with the appropriate support, development and training to enable them to perform at their best.

Teamwork

We will be open to ideas from others and encourage positive team interactions through working together.

Get in touch



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