



Deputy Manager / Home Manager

Join NW Care Group and Help Shape the Future of Young Lives

Looking for an opportunity to lead and inspire while making a profound impact on young lives? NW Care Group is seeking passionate and skilled Deputy Managers to oversee and guide our residential care homes for children aged 7-17.

About NW Care Group

NW Care Group is a nurturing children's service committed to supporting children and young people with complex backgrounds and challenging behaviour. We believe in creating a safe, supportive environment rooted in understanding trauma and attachment, empowering children to thrive and grow.

Position Details

- Location: Various locations across Greater Manchester in one of NW Care Group's dedicated residential homes. Vacancies presently in Sale, Partington and Flixton.
- Position: Deputy Manager / Home Manager
- Salary: £40,000 - £45,000 per annum (dependent on experience) plus bonuses on a full time PAYE basis
- Development Opportunities: Progression to Senior Manager level
- Hours: Monday – Friday 40 hours

Job Purpose

To support the Registered Manager in the day-to-day running of the children's home, ensuring a safe, nurturing, and positive environment where children can thrive. To act as the Manager in their absence, providing strong leadership, promoting best practices in safeguarding and care, and ensuring full compliance with Ofsted regulations and the Children's Homes Regulations 2015.

Key Responsibilities

Leadership & Management

- Support the Registered Manager in the overall management and strategic development of the home.
- Provide direct line management and supervision to care staff.
- Lead shifts effectively, ensuring staff are deployed appropriately and all duties are completed to a high standard.
- Act as a positive role model to staff and children, promoting a child-centered, trauma-informed approach.
- Promote a culture of openness, reflection, learning and development.

Care and Support

- Ensure that all children receive care that meets their unique emotional, physical, and educational needs.
- Develop and review individualized care plans in consultation with children, their families, and relevant professionals.
- Protect children's rights and welfare consistently.
- Provide crisis intervention and emotional support when necessary.

Compliance and Safeguarding

- Ensure compliance with relevant legislation, including the Children's Homes Regulations and Quality Standards.
- Assist the Registered Manager in preparing for and responding to Ofsted inspections.
- Support in maintaining high-quality records in line with legislative and organisational requirements.
- Contribute to regular internal audits and quality assurance processes.

Staff Development

- Support with the recruitment, induction, and training of new staff.
- Identify and address training needs and promote continuous professional development.
- Conduct regular supervisions and appraisals under the direction of the Registered Manager.

Qualifications and Experience

Essential:

- Level 3 Diploma in Residential Childcare (or equivalent)
- Working towards or willingness to undertake Level 5 Diploma in Leadership and Management for Residential Childcare
- Minimum of 2 years' experience in a residential childcare setting
- Experience of supervising or leading a team
- Strong understanding of safeguarding, child protection and children's rights
- Good communication and interpersonal skills
- Ability to work flexibly, including weekends and on-call

Desirable:

- Level 5 Diploma in Leadership and Management (Residential Childcare)
- Knowledge of Ofsted Inspection Framework and Quality Standards
- Experience supporting children with emotional and behavioural difficulties (EBD), trauma or complex needs

Key Skills and Attributes

- Leadership: Inspire and guide staff towards achieving shared goals.
- Communication: Build positive relationships with children, families, staff, and external agencies.
- Empathy: Understand and respond to the emotional needs of children.
- Problem-solving: Address challenges creatively and effectively.
- Resilience: Handle the emotional and physical demands of the role with strength and determination.
- Attention to detail: Maintain high standards in documentation and care delivery.

Rewards and Benefits

Why Join Us?

- Comprehensive, paid induction training
- Consistent support, training, and development on a planned CPD programme
- Employee Assistance Programme
- Outstanding service employee of the year award (£3,000 voucher-based award)
- Employee of the month award
- Paid Blue Light care for the first year of employment
- Long Service award (£500 for 2 years, £750 for 5 years, £1,000 for 10 years)

- Pension Scheme
- Length of Service Holiday Scheme (up to an additional 3 days paid leave per year after 5 years of service)
- Refer a Friend Scheme (£100 for every successful recommendation)
- Free Gym Membership, including group classes

If you're ready to make a difference and lead a team dedicated to transforming young lives, apply now to join NW Care Group as a Children's Registered Home Manager.