



# Children's Registered 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 Children's Registered Home 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: Children's Registered Home Manager
- Salary: £55,000 - £65,000 per annum (dependent on experience) plus bonuses on a full time PAYE basis
- Development Opportunities: Progression to Senior Manager level

## Key Responsibilities

### Leadership and Management

- Provide clear and motivational leadership to staff, ensuring high standards of care and professionalism.
- Develop and implement policies, procedures, and best practices to comply with regulatory requirements.
- Promote a positive culture within the home that values each individual child and staff member.

- Oversee the training and development of staff, ensuring they are well-equipped to provide exceptional care.

## 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.
- Maintain accurate records and documentation, such as risk assessments and incident reports.
- Conduct regular audits and inspections to monitor and improve the quality of care provided.
- Rigorously follow safeguarding protocols and report any concerns promptly.

## Financial and Operational Management

- Manage the home's budget efficiently, ensuring effective allocation of resources.
- Oversee daily operations, including scheduling, maintenance, and facility management.
- Develop strategic plans for the growth and improvement of the home.
- Collaborate with external agencies and stakeholders to secure funding and support services.

## Qualifications and Experience

### Essential Qualifications

- Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services (or working towards).
- Registration with Ofsted or any relevant regulatory body.

### Experience

- At least two years of leadership or management experience within children's social care.

- Proven track record of working with children with complex needs, including those in care settings.
- Experience in safeguarding, risk assessment, and crisis management.

## 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
- Performance related bonus based on Ofsted rating achieved and maintained - £5,000 for 'Good' and £10,000 for 'Outstanding'.
- 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.**