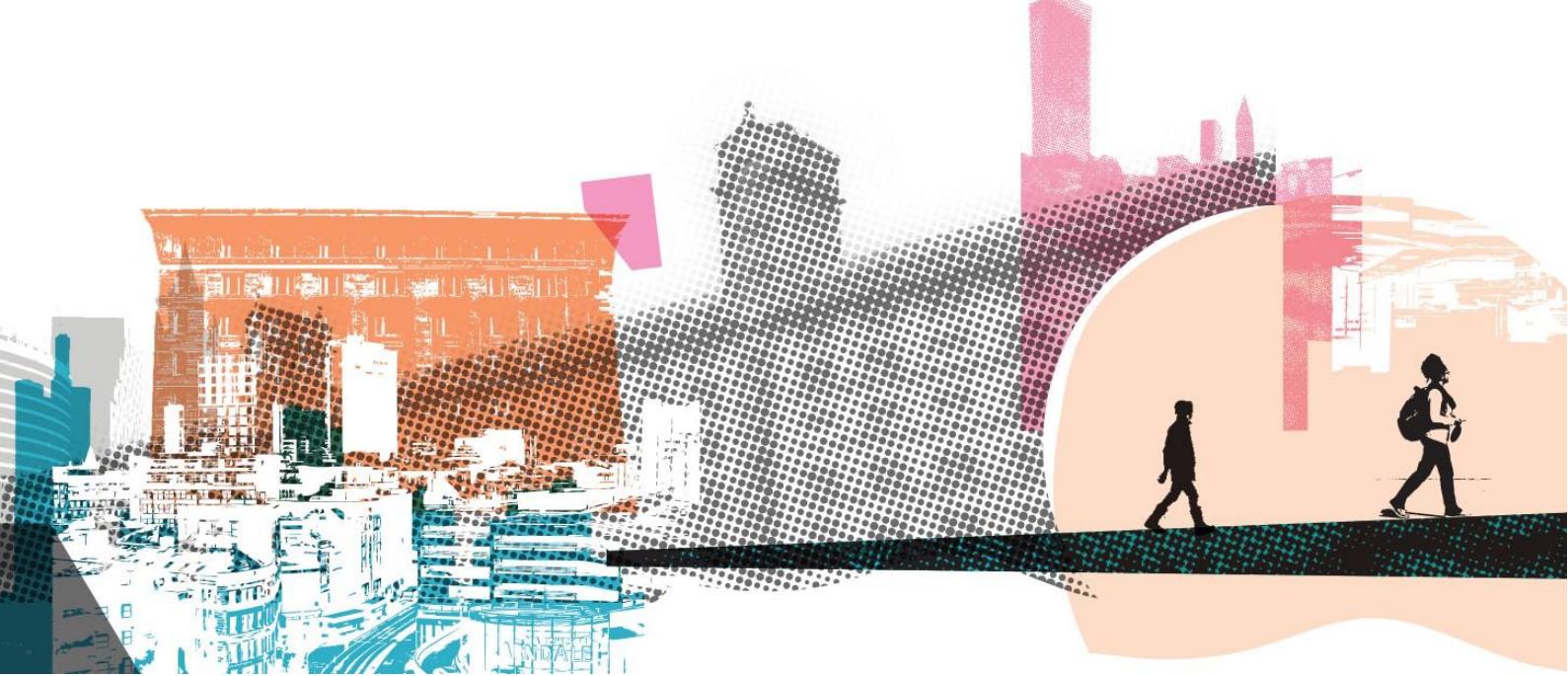


# THE BIG LIFE GROUP



**Registered Manager (Children's Home)**

This job changes lives



## About The Big Life Group

The Big Life Group's mission is to fight for equity, in health, in wealth and in life. We are a social business delivering a range of services across the North of England, covering everything from mental and physical health, addiction and criminal justice, to housing, education, family support and much more. What links them together is the way we work – The Big Life Way.

We always stand shoulder-to shoulder with people, working with them on the things that matter most to them. Everything we do is designed and informed by the needs, priorities and strengths of people and communities.

## Our values

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- **Courage:** We stand up for ourselves, and the people and communities we work alongside, even when that makes us unpopular, or challenges accepted wisdom.
- **Creativity:** We find innovative solutions that work, never accepting the easy option or the status quo.
- **Honesty:** We act with integrity, speaking the truth to ourselves and others.
- **Inspiration:** We are inspired by the people and communities we work with and share what we learn from them to inspire others.
- **Thoughtful:** We act with care and compassion and work to understand people's experiences. We take time to listen, reflect and continually learn.
- **Valuing difference:** We recognise and celebrate the unique qualities, gifts, insights and perspectives that different people offer.

## Working at Big Life

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At Big Life, work is more than a job – it's about standing shoulder-to-shoulder with people and communities, making a difference every day. We fight for equity in health, in wealth and in life, and that commitment starts with how our staff.

### Be yourself

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We want you to feel safe, respected and able to bring your whole self to work. Difference is celebrated here, and our staff networks - from menopause to neurodiversity, LGBTQI+ and more - create space to connect and support each other.

### Benefits that matter

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We offer more than a payslip - you'll find wellbeing support through LifeWorks, Simply Health and mindfulness sessions, 25-30 days' annual leave plus your birthday off, flexible working, and regular learning opportunities. Everyday perks include Blue Light Card discounts, savings schemes, cycle-to-work, free eye tests and more - little extras to make life easier inside and outside of work.

### Recognised as outstanding

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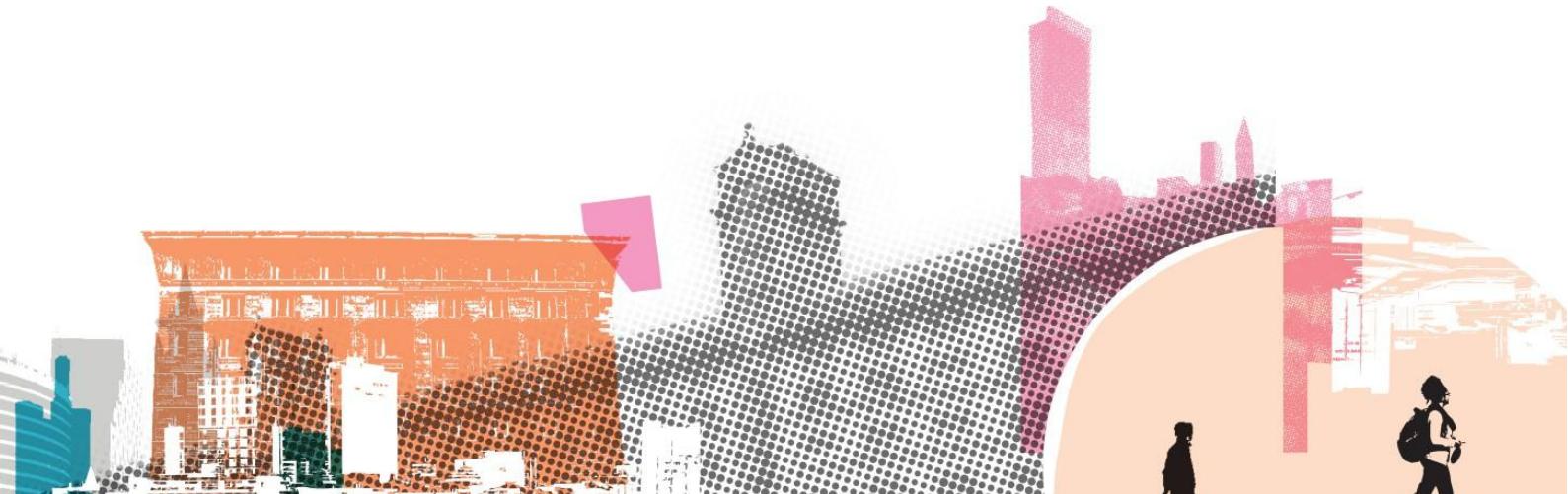
We're proud to be ranked by Best Companies as one of the UK's outstanding places to work, with a two-star accreditation in 2024.

### A culture of trust and flexibility

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Our people describe our culture as relaxed and supportive. You'll be trusted to plan your own day, take breaks when you need, and work in a way that fits with your life as well as your role.

**If you're looking for more than a job - if you want to be part of a team that's bold, creative and relentlessly committed to equity – then Big Life could be the place for you.**



# Job Description: Registered Manager, Children's Home

## The basics

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### Salary

£58,523 per year (NJC point 46)

### Hours

35 hours per week on a permanent contract

### Annual leave

25 days (increasing to 30 days after five years)

### Base

Zion People's Centre, Manchester. Location of the residential children's home is to be confirmed.

### Line manager

Director of Children's Care Services

### Closing date for applications

16 February, 9am

## What you'll be doing

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The successful candidate will be the lead manager responsible for the day-to-day operations of the Big Life Futures residential children's care home. They will be responsible for providing a caring and inclusive environment for the children, one which prioritises their psychological, emotional and social needs, in addition to the general administration of the site and budget.

You will work directly with the Director of Children's Care Services to build and deliver a quality service. Responsibilities include providing excellent care to children, carers and families, monitoring and maintaining high standards against agreed criteria, and ensuring the service meets its statutory requirements.

This is a great opportunity for anyone who meets the required qualifications and skills, has a demonstrable passion for delivering positive outcomes for children and young people, and wants to work within a forward-thinking, community-oriented organisation.

## Main duties

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1. Manage the home, responsible for overseeing a 24/7 service, capable of responding to out-of-hours requests for service, as required
2. Provide effective leadership to the staff team, be responsible for managing all employees of the home including: recruitment and selection, induction, training and development, and supervision
3. Manage resources effectively (i.e. budget, buildings, equipment, staff etc.)
4. Deliver on the Big Life Futures Integrated Model of Care, ensuring that all aspects of care address the physical, psychological and emotional needs of the children
5. Meet key outcome indicators, such as Ofsted guidelines and children's mental and emotional wellbeing
6. Represent the residential home and Big Life Futures at meetings, providing clear advice and input. Attend and advise external bodies, including partner meetings, specialist groups and local providers as required
7. Ensure effective management of health and safety in the Home. Conduct risk assessments as necessary, ensure suitable arrangements are in place and monitor their effectiveness
8. Be responsible for maintaining safeguarding procedures within the IFA, and adhering to the safeguarding requirements of the wider organisation
9. Deputise for other managers in their absence and undertake duty manager on-call duties as and when appropriate

## Work-related expectations

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1. Work within The Big Life Group's values, ethos, and vision
2. Contribute to the development of The Big Life Group, Big Life Futures, and achievement of project goals
3. Ensure the safety of all people by adhering to safeguarding, information security and all other Big Life policies
4. Commit to personal development and complete relevant training or professional development activities
5. Work in accordance with relevant legislation and regulatory expectations
6. Participate in regular supervision and formal inspections
7. Maintain a proactive, positive, and enthusiastic approach to work
8. Undertake any other duties required, appropriate to the position

# **Person Specification: Registered Manager, Children's Home**

The successful candidate will be able to demonstrate that they meet the following points, either in their application, at interview, or through provision of references and certifications. Applicants must meet essential requirements, and those laid out in Section 28 of The Children's Homes (England) Regulations 2015.

## **Experience**

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### **Essential**

1. At least 2 years of experience at a senior level in residential care within the last 5 years
2. At least 2 years of experience managing a team in a care setting
3. Experience of monitoring and evaluating the outcomes of children and young people

### **Desirable**

1. Experience of establishing a new residential children's home
2. Experience of psychological and trauma-informed care

## **Education and qualifications**

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### **Essential**

1. Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services
2. Current UK driving license

### **Desirable**

1. Degree in Social Work or related field
2. Mental health training (particularly trauma informed)
3. First aid qualifications

## **Skills**

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1. Very strong management skills
2. Very strong interpersonal and communication skills, particularly relating to children and young people
3. Ability to effectively manage budgets and financial information
4. Ability to develop teams and staff to create effective and efficient working environments

## **Knowledge**

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1. Understanding the aims and principles of the Children Act (1989) and Children's Homes (England) Regulations 2015, Including Quality Standards Guide
2. Understanding of Ofsted's Social Care Common Inspection Framework for children's homes
3. Understanding of the impact and experiences of care proceedings on children and families

## **Personal**

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1. Demonstrates integrity and good character
2. Reliable, flexible and proactive
3. Professional and confident
4. Positive outlook and a 'can do' attitude
5. Non-judgemental and inclusive
6. Commitment to the ethos and values of Big Life Group and Big Life Futures
7. Commitment to personal development and willingness to regularly update skills and experience
8. Pride in delivering high quality outcomes

# **Leadership Competency**

## **Shapes and manages strategy**

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1. Inspires a sense of purpose and direction
2. Focuses strategically
3. Interprets and analyses information (including financial) and opportunities
4. Shows judgement, intelligence and common sense

## **Drives results**

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1. Builds organisational skill and responsiveness
2. Marshals professional expertise
3. Steers and implements change and deals with uncertainty
4. Delivers intended results
5. Manages Resources

## **Builds productive relationships**

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1. Nurtures internal and external relationships
2. Facilitates cooperation and partnerships
3. Values individual differences and diversity
4. Guides, coaches and develops people
5. Skill sharing

## **Exemplifies personal integrity and self-awareness**

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1. Demonstrates the group values, professionalism and probity
2. Engages with risk and shows personal courage
3. Commits to action
4. Displays resilience
5. Demonstrates self-awareness and a commitment to personal development
6. Self-management

## **Communicates And Influences Effectively**

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1. Communicates clearly
2. Listens, understands and adapts to audience
3. Negotiates persuasively
4. Influencing



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in health, in wealth and in life.

[thebiglifegroup.com](http://thebiglifegroup.com)