

## Regional Manager/RI Job Description

At Prime Nurture Services we are committed to achieving the best possible outcomes for our children. This is our primary aim; to create a warm, nurturing environment that supports the safety, growth and development of the children in our care.

Our caregiving is influenced by the PACE model underpinned by Dyadic Developmental Psychotherapy. Our relationships with children are informed by an attachment and trauma-informed approach, as we believe these approaches best explain human growth and development and our response to adverse circumstances. Our staff are trained in attachment and trauma informed approaches. These approaches influence our understanding of our children's behaviours and support our engagement with them from initial assessment through to review and evaluation of intervention.

### **Purpose**

The Regional Manager/RI is accountable for delivering high quality care and accommodation to the children and young people within the home and all services provided by staff. They will work in partnership with the executive team to develop the strategic vision of the company and contribute to the culture of continuous improvement.

The Regional Manager/RI is responsible for utilising effectively all available resources to deliver, evidence-based, outcomes-focussed childcare. They will demonstrate practical leadership and management in childcare, organise and support staff to provide the best possible care for each child and young person.

The Regional Manager/RI is wholly responsible for maintaining the highest standards of care and support within Prime Nurture Services.

### **Accountability**

The Regional Manager/RI is directly accountable to the Director of Care.

## Principal duties and responsibilities

### Operational Oversight:

- Provide strategic leadership and operational oversight for the five residential services.
- Ensure compliance with all relevant UK Ofsted regulations, policies, and standards.
- Implement and monitor service development plans to enhance the quality of care and support.

### Management of Registered Managers:

- Supervise and support Registered Managers across the different services.
- Conduct regular performance assessments and provide constructive feedback.
- Promote a culture of continuous improvement and professional development.

### Quality of Care:

- Set and maintain high standards for the quality of care provided to children and young people.
- Conduct regular audits and inspections to ensure services are meeting regulatory requirements.
- Oversee the development of care plans and ensure they are implemented effectively.

### 16 Plus Transition and Support Living Services:

- Demonstrate a strong understanding of the needs and challenges associated with 16 plus transition and supported living services.
- Develop and implement strategies to support successful transitions for young people in our care.

### Ofsted Liaison:

- Build and maintain positive relationships with Ofsted inspectors and regulatory authorities.
- Collaborate with Ofsted to ensure compliance and address any concerns or issues promptly.

### Reporting:

- Provide regular reports to the Care Director on the performance of the five services.

- Monitor financial budgets and ensure cost-effective operations within each service.

### **Team Management:**

- Build and lead a dedicated and skilled regional team.
- Foster a positive working environment and support the professional growth of team members.

### **Safeguarding and Risk Management:**

- Implement effective safeguarding policies and procedures.
- Manage and mitigate risks associated with the care and support of children and young people.

### **Compliance and Regulation:**

- Keep up to date with changes in Ofsted regulations and ensure that services remain in full compliance.
- Address any regulatory issues promptly and effectively.

### **Other duties**

- Undertake other duties that may be required commensurate with the post.

## Person Specification

| Attributes                 | Essential   | Desirable  |
|----------------------------|---|--|
| Qualifications             | <ul style="list-style-type: none"> <li>• Must hold the NVQ Level 5 Diploma in Leadership and Management for Residential Childcare or an equivalent</li> </ul>   | <ul style="list-style-type: none"> <li>• Degree or qualification in social work, child care or related field</li> </ul>  |
| Work Experience            | <ul style="list-style-type: none"> <li>• Experience in managing Registered Managers and multiple children's services.</li> <li>• A track record of delivering high standards of care within a residential setting.</li> <li>• Leadership and team management experience.</li> </ul>                       | <ul style="list-style-type: none"> <li>• Social work management</li> <li>• Therapeutic work with children</li> <li>• Strong understanding of 16 plus Transition/Support Living services</li> </ul> |
| Specialist Knowledge       | <ul style="list-style-type: none"> <li>• Children Act 1989</li> <li>• Knowledge of UK Ofsted regulations and standards.</li> <li>• Care Standards Act 2000 Children's Home Regulations</li> <li>• Safeguarding children procedures</li> <li>• Audit &amp; Quality Assurance direct work skills</li> </ul> |  |
| Skills                     | <ul style="list-style-type: none"> <li>• Leadership skills</li> <li>• Staff supervision</li> <li>• Excellent communication and interpersonal skills</li> </ul>  | <ul style="list-style-type: none"> <li>• Delivering training</li> <li>• Project management</li> </ul>  |
| Personal Attributes        | <ul style="list-style-type: none"> <li>• Committed to achieving best outcomes for children</li> <li>• Flexible in achieving objectives</li> <li>• Demonstrated commitment to ongoing personal development</li> <li>• Adaptive and solution focussed</li> </ul>  |  |
| Special Working Conditions | <ul style="list-style-type: none"> <li>• Driving licence</li> </ul>   |  |