Post & ref	Registered Manager – Children's Home
Salary	**£48,000 – £53,000 per annum**
Hours	40 Hours p/w
Contract	Permanent, Full time
Location	Head Office, Based In Childrens Home in Hartlepool
Working pattern	Monday – Friday 9am – 5pm – Some evening and weekend working may be required
Holidays	31 to 32 days depending on length of service
Other benefits	Enhanced pension package Death in service benefit Additional time off on your birthday (or next available day if not possible due to service demands) ½ day time off for Christmas shopping Employee Discounts scheme Employee Assistance Programme Health Cashback payments Cycle to Work scheme Above statutory minimum maternity, paternity and adoption leave and sickness benefit

Application process	Initial CV acceptable alongside single page application form. You can complete the single page form on jot forms at this link: https://form.jotform.com/233374130372348 . You can upload your CV on the link too. You can also complete it as a word document and email it; please contact admin@changingfuturesne.co.uk if you need a copy. We can post it to you if you prefer. If you are shortlisted, you will be asked to submit a fuller application form that complies with our safer recruitment policy.
Deadline	

This position is subject to satisfactory references, Changing Future's policies on Safeguarding of Children and Young People and Vulnerable Adults and an enhanced DBS check and subsequent re-checks.

Are you keen to join a well-established and successful Childrens Residential home with a great team culture and support?
We have the perfect job for you.
We are excited to recruit a Registered Manager to play a vital role within our children's residential home.

About Changing Futures North East

Changing Futures North East is a vibrant and fast growing Charity that is in the privileged position to be able to trial new approaches to working with children and families to catalyse their own, sustainable change. Over the past 20 years, we have grown from an estate based youth club to a provider of children and families work across Tees Valley, particularly specialising in work that supports and is enabled through healthy relationships.

As a Registered Manager, you will join a team of 30 or so staff where you will benefit from working with colleagues from your discipline, as well as people from a variety of other disciplines. The mix of professional backgrounds and trainings within the agency helps aid everyone's learning and practice.

Changing Futures has particular strengths and experience in:

- **Pioneering delivery of emotional wellbeing and mental health services** – pioneering mentalisation based therapy for couples in Tees Valley, and providing EMHP's, CWP and Counsellors into the children's emotional wellbeing system through two partnerships, as well as delivering adverse childhood experiences programmes for parents and children separately.
- **Supporting care experienced young people** – through a fostering service (underpinned by a bespoke trauma informed therapeutic training programme, changing futures through fostering) and through mentoring and befriending support
- **Reducing parental conflict services** –delivering mediation and groupwork programmes, and supporting statutory agencies across England to embed a reducing parental conflict offer within their systems

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Role Description (Main Duties and Responsibilities)

Post Overview

Changing Futures North East is looking to employ a hardworking, reliable person who can Lead, manage and operate a newly opened children's home. They will be experienced in a range of administrative skills and will have experience managing a team.

Changing Futures NE wants someone who is able to adapt quickly, has a willingness to learn and push themselves to do well.

We consider a great candidate for this role would have patience to take the time to understand the needs of the people accessing our services, be attentive and able to quickly understand how we can help and be able to find solutions when it's not always obvious what people need.

We want someone who is not afraid to be responsible for all aspects of management of the home including the provision of high quality care and positive outcomes for children in placement, staff supervision, development and appraisal, budget and premises management in accordance with local and national standards and the service procedures. They will have excellent communication skills both verbally and written and have the tenacity to get the job done as quickly and efficiently as possible. They will understand how to best avoid delays to ensure the people using our services get the help they need when they need it.

If this sounds like you, you will join a Charity that helps children, young people and families in Teesside. You will benefit from an organisation that values it's colleagues and recognises hard work. The role is varied, challenging and rewarding.

Key Responsibility

To be responsible for all aspects of management of the home including the provision of high quality care and positive outcomes for children in placement, staff supervision, development and appraisal, budget and premises management in accordance with local and national standards and the service procedures.

Job description

Make a Real Difference from Day One

AEMHP/June 26

We believe every young person deserves a safe, stable, and caring place to call home, a place where they are supported, encouraged, and given the opportunity to thrive.

We are a Charity , with over 20 years' experience in services for children and young people, and our organisation has built a reputation for providing high-quality care that truly puts young people at the heart of everything we do. We are now preparing to open a brand-new children's residential home, thoughtfully designed to create a nurturing environment where young people can feel safe, valued, and supported to build brighter futures. The home will provide care and accommodation for Children and young people under the category of EBD (Emotional and Behavioural Difficulties) to either gender, with an age range of 10 up to their 18th birthday.

We are looking for an experienced Registered Manager, or an experienced Deputy Manager wanting to step up, to lead this home from the very beginning. This is a rare opportunity to shape a service from day one, building a positive culture, developing a dedicated team, and creating a home where young people feel a true sense of belonging.

The Role

As an experienced Registered Manager/Deputy Manager, you will be responsible for the full operational leadership of the home, ensuring it meets and enacts Ofsted requirements. You will play a central role in:

- Assisting with the registration process with Ofsted and preparing the home for inspection(s).
- Assisting with recruiting, developing, and inspiring a new staff team.
- Embedding a therapeutic, child-centred culture from the outset.
- Ensuring high-quality care planning and safeguarding practice.
- Managing budgets, resources, and operational and online systems.
- Building strong relationships with local authorities, professionals, families, stakeholders, and the community.
- Driving continuous improvement and maintaining high standards.

Other Duties

1.1. To model the organisation's values and play a role in raising the profile of these values and associated behaviours across the organisation. This includes a positive contribution to workplace harmony displaying cooperative team behaviour.

1.2. Increase one's professional competence and skills in the relevant field of work through active participation in developmental opportunities including supervision, professional development, training and reviews.

1.3. Ensure provision of help that protects, respect and promote the rights and responsibilities of children and other service users and stakeholders

1.4. Operate within ethical and professional boundaries.

1.5. To maintain respectful, professional, and supportive relations commensurate with the philosophy of the organisation; model healthy ways of relating

1.6. Work to policies and procedures and to implement said policies and procedures.

It may be necessary to change these duties in accordance with the needs of the job and the project. Existing duties may be changed, and new duties may be added. Any changes will be made in consultation with you.

AEMHP/June 26

Personal specification

	Essential	Method of Assessment
Personal Attributes	Commitment to residential care as a positive option for children. Commitment to high standards of service. Personal commitment, flexibility and integrity.	Interview, Reference
Qualifications	A social work qualification and Management qualification or NVQ Level 5 or working towards, with completion in timescale.	Application Form, Certificates
Experience	A minimum of two years' experience of residential work with Children. At least 2 years' experience of working at a senior level in a residential childcare setting.	Application Form, Reference
Skills	Ability to communicate effectively with children and adults both orally and in writing. Ability to construct plans individually and collaboratively and to implement them effectively. An ability to manage budgets. Ability to motivate and be innovative.	Interview
Knowledge	Working Knowledge of all relevant childcare legislation and guidance. Working Knowledge of the Quality standards and regulations for children's homes. Knowledge of child development and the needs of the children placed in care. Knowledge of management, supervision and appraisal processes. Knowledge of the SCCIF. Ability to use online systems for recording information.	Application Form, Interview