



Registered Manager

Children's Residential Home



About this opportunity



Place of work

Wirral, Merseyside



Job terms

Full Time, Permanent



Salary

£45,000

We are on the lookout for a Head of Homes to lead Capacity's newest project – Juno.

We will open our first home in summer 2021, and we want you on the team as we get ready to press 'go'.





08

Who are we?

Juno is here to make change in children's residential care, to disrupt existing models that are not working for the young people they support. We create children's homes that stimulate heads, warm hearts and hold the hands of the young people they are there for.



Why are we here?

We believe that every young person has something amazing to bring to the world, and for this reason, we are committed to creating homes and experiences that empower them to become the incredible young adults they can be. We support young people to gain the skills necessary to do the things they are passionate about, to have confidence and real purpose.

We ensure this happens by surrounding children with people who are truly rooting for them. We want to ensure every moment of support we offer shows love, brings joy and encourages each young person to take the lead in their own life.



We create **homes**, not institutions



We support **all** aspects of child's emotional, physical and educational development, putting the principles of **social pedagogy at the heart of what we do**, creating places where children can thrive



We **pay and support** our teams properly, so that great people can stay, learn and grow



We take time to **reflect and share** our learning to help influence positive changes locally and nationally



Who are we looking for?

We are looking for somebody who wants the very best for children and young people; someone who will take the lead in the day to day running of our homes, never shying away from a challenge and always having the young people we support at the forefront of their mind.

- ◆ You believe in equality and that no one is better than anyone else - that children have the right to be treated respectfully as equals by the adults around them. You're always showing this in your day job and beyond.
- ◆ You truly understand that care is a 'doing word' and that the change we want to make at Juno relies on working with, not doing to, people.
- ◆ You see and understand what's not working within the current care system and you're motivated to support every person and Juno (young person or adult) thrive. You'll be absolutely bought into the practice of social pedagogy and constantly checking in with these principles.
- ◆ You have a strong track record of delivering top-notch care for children in previous positions.
- ◆ You push for creativity and make 'doing things differently and better' the norm for Juno at this challenging time. You're positive, you know COVID won't last forever and therefore you'll spend time getting ready for the long-term work we need to do at Juno.
- ◆ You're a people person and want to work with others and build strong relationships with them. You'll feel excited at working across different sectors with lots of different people (with loads of different backgrounds) and organisations including Local Authorities, local VCSE organisations and national care partners.
- ◆ You are reflective, you're always learning, and you know that no-one is the 'finished article'. You're able to use this perspective to keep calm with things feel challenging.
- ◆ You're a great leader, with splendid planning, people and supervision skills. You use these to create a safe environment and a real learning culture.
- ◆ You're very organised ('a place for everything' and all that), hard-working and flexible but you always know the needs of the children and young people come first.
- ◆ You're a brilliant communicator, able to inspire people to change their behaviour and approach depending on the situation they are in and who they are speaking to.
- ◆ You're very good at (and motivated by) solving difficult problems; you won't wait to be asked and remain strong and positive when things get tough.



You will also have

(the formal stuff)

01

Level 5 Diploma in Leadership and Management for Residential Childcare (England) or equivalent

02

Prior experience being registered with Ofsted as a Registered Manager

03

Strong knowledge of Ofsted and relevant legislation



We don't need or want a lone soldier at Juno:

You will be a key part of a brilliant and committed team (both internally and externally) who are driving this project forwards. Because you'll be here at the start, you'll have a real opportunity to shape what we do and how we do it; we're most likely going to need to help our team "unlearn" old, less effective ways of doing things. The way of the current system means this will be as (if not more) important as helping the team to learn new ways of doing things; you'll walk the talk and have a deep, unrelenting commitment to show love, bring joy and encourage each young person to take the lead in their own life.



We will open our first home in summer 2021, supporting children and teenagers aged 11-16 years old who need and want a home environment that can support their emotional and behavioural development.

What is the job?



As Juno's Registered Manager you will:

- ◆ make sure every child and young person has the best possible care experience: that they feel love and joy and are encouraged to take the lead in their own life;
- ◆ lead and grow the home care team in one home, working with them to build a positive culture and ethos in the home, nurturing teams and responding effectively when things don't go to plan;
- ◆ be registered with Ofsted and lead the home to achieve top results in inspections, with support from your team;
- ◆ manage the day-to-day operation of the children's home and oversee the budgets;
- ◆ support in the development of key policies and practices relevant to your home, ensuring that social pedagogical practices remain a golden thread through all that we do (whilst of course meeting current care legislation);
- ◆ develop and maintain effective and equal relationships with children, staff, parents and partner organisations;
- ◆ always safeguard young people's emotional and physical wellbeing;
- ◆ create a comfortable, welcoming and child-friendly home environment that you would feel proud to live in;
- ◆ deliver creative programmes and experiences that create strong bonds between the team and the young people and that make everyone smile;
- ◆ manage processes and procedures to make placements in the home, ensuring they consistently work in harmony with social pedagogical approaches.

Every strong relationship goes both ways, so we are offering the successful person some great benefits and the wider opportunity to learn and grow with Juno's creator, Capacity.



What can you expect in return?

Every strong relationship goes both ways, so we are offering the successful person some great benefits and the wider opportunity to learn and grow with Juno's creator, Capacity.



Great benefits:



Juno CIC has a staff ownership business model:

You'll play a central role in governance and decision making and drive the vision and values of the home in every aspect of its development



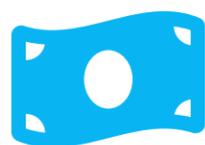
You'll have broader leadership development opportunities as Juno grows



We'll give you world-class Social Pedagogy training, therapeutic coaching and mental health support and will be committed to your ongoing learning and development



You'll get plenty of holidays - 27 days+



You'll get a good workplace pension and decent pay



You'll be supported by a core team committed to improving the quality of care in the UK with you



A great team around you

As Registered Manager, you will receive direct support from a wider team committed to supporting you and the care team so that we collectively achieve the very best for children and teenagers in our care. This team aims to take away some of the tasks that take time away from your direct work with young people, including:

Juno Director
(and Responsible Individual)

**Recruitment and
Communications Lead**

Clinical Psychologist

**Workforce
Development Partner**

Administrator

**Financial Management
and HR Support Team**



We're also supported by Capacity

Juno is also being supported by Capacity, a social business that works with brilliant organisations in the North West of England and Wales to seed effective ideas, build thriving organisations and redefine what public services can achieve for people living in the UK. Capacity helps charities, social enterprises and public sector organisations to understand what communities need, design and implement new services to support communities, secure income and plan for the future. Capacity has worked with LCR Local Authorities to co-design this new model of care, develop the business plans and secure the investment required to mobilise the project.



CAPACITY



Since its incorporation in 2015, Capacity has secured more than £38.5 million in commissioned contracts and £4 million in grant funding for charities and social enterprises in England and Wales. It has a diverse portfolio of impactful projects, including:

- ◆ development of a Primary Care social enterprise organisation, Community Care Collaborative, delivering General Practice to 20,000 patients in North Wales;
- ◆ partnership with Local Authorities to design and develop new services, such as Early Help and Prevention services for children and families in Wirral;
- ◆ partnership with Catalyst Choices and Eric Wright Health and Care to mobilise a 62-bed acute care Step-down Facility as part of Halton Borough Council's response to Covid-19.

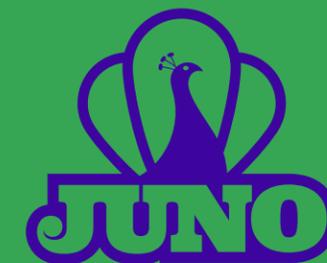


A team of 17 people with a diverse range of skills, backgrounds and interests

Capacity will work with Juno in a creative and collaborative way, sharing learning and offering “back office” support to ensure Juno consistently delivers high impact, innovative work for children.



For more information about Capacity and the team, please visit capacitylab.co.uk



**People who
will be great
candidates for
this position
will be...**

Criteria

Personal Attributes

- Committed to social justice and improving the lives of children and teenagers
- Able to build trust and equal relationships with people from a whole range of backgrounds and life experiences
- Excited by and able to lead positive change in both organisations and projects
- Honest, genuine and open, and know where your weaknesses and sensitivities are (everyone has them)
- Hardworking, organised and happy to work under pressure
- A team player who can take the initiative and keep the focus
- Committed to the vision and values of Juno, you'll be fully bought into the practices of social pedagogy and always striving for the very best for children and young people
- Calm, reflective and committed to ongoing learning (and un-learning!)

Skills & Abilities

- Extensive experience managing residential care teams that are making real differences to the lives of care-experienced children and young people
- Experience of achieving Good or Outstanding status with Ofsted
- Experienced in solving difficult, organisational challenges (and enjoying it!)
- Able to prepare and interpret financial information
- Great communication skills and ability to collaborate
- Confident in developing appropriate policies and procedures required for high quality children's residential care
- Competent in using MS Office software
- Decisive and responsive, with a proven ability to improve services

Qualifications & Experience

- Level 5 Diploma in Leadership and Management of Residential Children's Care
- Worked for at least 5 years in a position relevant to the residential care of children, with a minimum 24 months of supervisory/management of staff working in a caring role
- An understanding of the complexities of balancing legislations associated with children's residential care against organisational values and the needs of young people. Understand how to keep the way we work in-line with the legislation but at the same time challenge the norms and do things in better and more creative ways



What can you expect from the recruitment process?

01

When you apply, we will ask that you share an up to date CV and to answer several questions that help us to understand your values, skills, and what you've done before. You can send a written application and CV or use video or drawings if you'd prefer. We'll also invite you to a "getting to know each other" session, which we hope will give you a chance to get to know us and to see if you feel we are right for you.

02

If you feel like a good potential fit you'll be invited to a first meeting. This one-to-one session is as a chance for the Juno team and you to get to know each other, and where we hope to get a real sense of who you are and what you're about. This is a fairly informal meeting, lasting up to 45 minutes, and where possible, we will also introduce you to the wider team so that you can get a better sense of our internal culture. Given current restrictions, we will use Zoom or other technology if required, but we will try and be creative with conversations and tasks in the session to keep it real!

03

After this (if everything is still going swimmingly) we'll use a second, more formal interview to gain a deeper understanding of your experience and skills. We might ask you to prepare a short presentation so we'll give you time to prepare between the first and second stage interview. This interview will include two members of our Senior Leadership Team, and where possible, some young people. It should last about an hour.

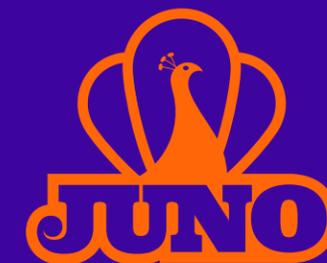
04

Depending on what we discuss in your interviews, and areas we might want to explore further, we may also invite you to take part in additional tasks or activities.



If you have any questions about the organisation, the projects or the role, we welcome you to get in touch for a chat.

 Please contact Sophie Clarke, who leads the team, and she will be in touch for a conversation: sophie.clarke@capacitylab.co.uk



Application Questions

Using up to 500 words per question, please answer the following questions, in addition to sharing your CV.

01

We are here to make change in children's residential care, to disrupt existing models that are not working for the young people they support. We create children's homes that stimulate heads, warm hearts and hold the hands of the young people they are there for. **Tell us about a time when you've led an approach that has improved the quality of residential care and the impact it made on children and young people.**

02

We'd like to hear about your personal vision for Children's Residential Care.

What do you think brilliant care looks like? What do you most want to change about the existing system?

03

Tell us what you most value? What do you find most difficult?

04

Why would you like to work for Juno?

“

**You learn
so much
from the
people
around
you.**

-abdul



Equality, Diversity & Inclusion at Juno

“

**Everything
I have ever
done wrong
is on a piece
of paper.
Everything
I've ever
done right,
isn't.**

- jack

At Juno we are committed to celebrating and including the valuable contribution that people from all backgrounds have to offer.

We are working to eliminate discrimination and promote equality of opportunity in all aspects of our relationships, regardless of age, cultural background, class, disability, ethnicity, gender, sexual orientation, gender reassignment, faith, working patterns, language, union activity, or individual health status.

Our recruitment process is governed by our Equality and Diversity policy which contains processes and responsibilities to ensure that your recruitment journey is fair and unbiased.

We're committed to continually improving our practices and welcome any feedback by phone or email.



Assistance, adaptations & adjustments

If there are any adaptations or adjustments we can make to assist you in your application or with our recruitment process, please let us know via:



sophie.clarke@capacitylab.co.uk



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