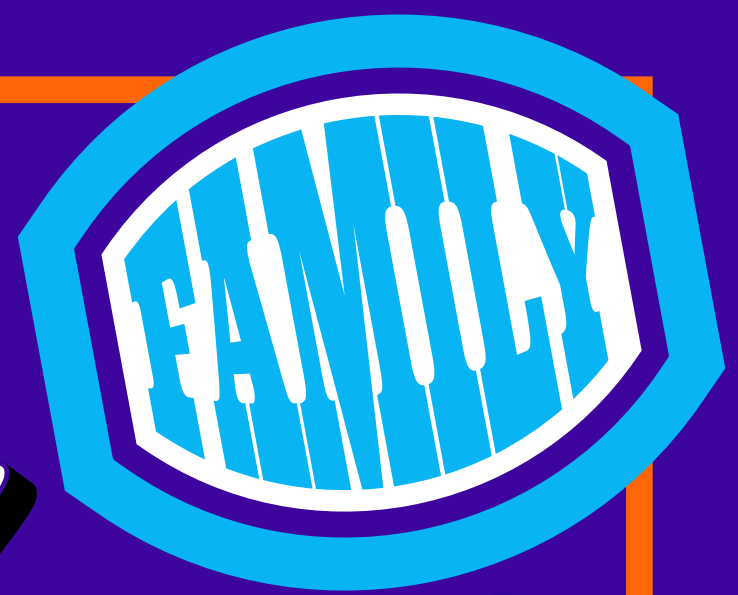


# JUNO

## REGISTERED MANAGER

### Applicant Pack

COMMUNITY



*Proud of myself*

# JOY!

**JUNO**

# Registered Manager

## Place of work:

Wirral, Merseyside

## Job Terms

Full Time, Permanent

## Salary

£45,000



# Children's Residential Home

## About this opportunity

We are on the lookout for a brilliant Registered Manager who wants the very best for children and young people to manage Juno's first home, in Wirral. Renovation work is well underway, and we're on track to open before the end of the year; come and join us as we get ready to press 'go'.

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.



# 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.

The ethos of social pedagogy, complemented by co-production work with Care Leavers in the Liverpool City Region has helped us form our core set of values. We'll be using these throughout our recruitment, staff team management and to support us in establishing the way we all behave in Juno homes.

# JUNO

## We do it as equals

- We listen well and are kind to each other.
- We focus on what people can do, not what they can't.
- We learn, grow and develop together.

## We are real

- We genuinely care about each other.
- We don't overcomplicate things.
- We're open and honest about what is and isn't working.

## We're one team

- We share responsibilities and decision-making wherever we can.
- We're not afraid of putting in hard graft.
- We know we can't do it all alone, so we build great relationships where everyone can use their skills.

## We bring joy

- We make sure every child experiences delight and happiness.
- We celebrate success.
- We have a lot of fun while we get things done.



# 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 will 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.

## In terms of our core mission:

- We create homes, not institutions
- We support all aspects of children'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 we are looking for?



## If you're right for this role, this should sound like you....





- 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 delivering top-notch care for children who have additional emotional, behavioural and mental wellbeing needs in previous positions.
- You embrace a culture of innovation and thrive under the challenge of creating a new organisation at a challenging time, and you're ready to commit to the journey for a long time
- You push for creativity and make 'doing things differently and better' the norm for Juno at this crucial time. You're positive, you're a listener and you aren't afraid of change.
- 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.



# Who we are looking for?



## You will also have:

-  Level 3 Diploma in Children's Residential Care (or equivalent)
-  Level 5 Diploma in Leadership and Management for Residential Childcare (England) or equivalent
-  Prior experience being registered with Ofsted as a Registered Manager
-  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, committed team (both internally and externally) who are driving this project forwards. However, because you'll be here from the very start, you'll have a real opportunity to shape what we do and how we do it; we're likely 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.



# So 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, joy and 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
- Work with our partners to ensure the quality of care in Juno homes is always developing
- Keep the views and experiences of children and young people at the heart of our approach

**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 get plenty of holidays - 27 days+



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



You'll have broader leadership development opportunities at Juno grows



You'll get a good workplace pension and above average 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:

**JUNO**

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:



A really experienced Director of Care (and Responsible Individual)



A Recruitment and Communications Lead



A Clinical Psychologist



A Workforce Development Partner



An Administrator



A 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 will work with Juno in a creative and collaborative way, supporting Juno's strategy, securing funding and properties for Juno, nurturing relationships with partners 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

[thiscapacity.co.uk](https://thiscapacity.co.uk)



## Making Public Services People Services

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



## 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
- Be 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 & 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 legislation against organisational values and the needs of young people.



This post is 'exempt' from the Rehabilitation of Offenders Act 1974 and therefore you will be required to declare any convictions, cautions, reprimands and final warnings that are not "protected" (i.e. filtered out) as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013).

**What can  
you expect  
from the  
recruitment  
process?**

**PRIDE**

- When you apply, we will ask that you share an up to date CV and answer several questions that help us to understand your values and your vision for the role. We'll ask you to fill out an application form that gives us an overview of your experience and qualifications, that we'll later use for safeguarding checks and references.
- If you feel like a good potential fit, you'll be invited to a recruitment day. This varied day will include some group activities, an interview with care experienced young people and an interview with a panel made up of Capacity staff and partner representatives. We might ask you to prepare a short presentation for the interview. As well as giving each of us the opportunity to get to know each other better, we will use this day to see your values in practice and to explore your skills and knowledge.
- After this (if everything is still going swimmingly) we'll use a second formal interview to gain a deeper understanding of your experience and motivations.
- 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. We'll do a range of checks and references before we appoint you to the role.



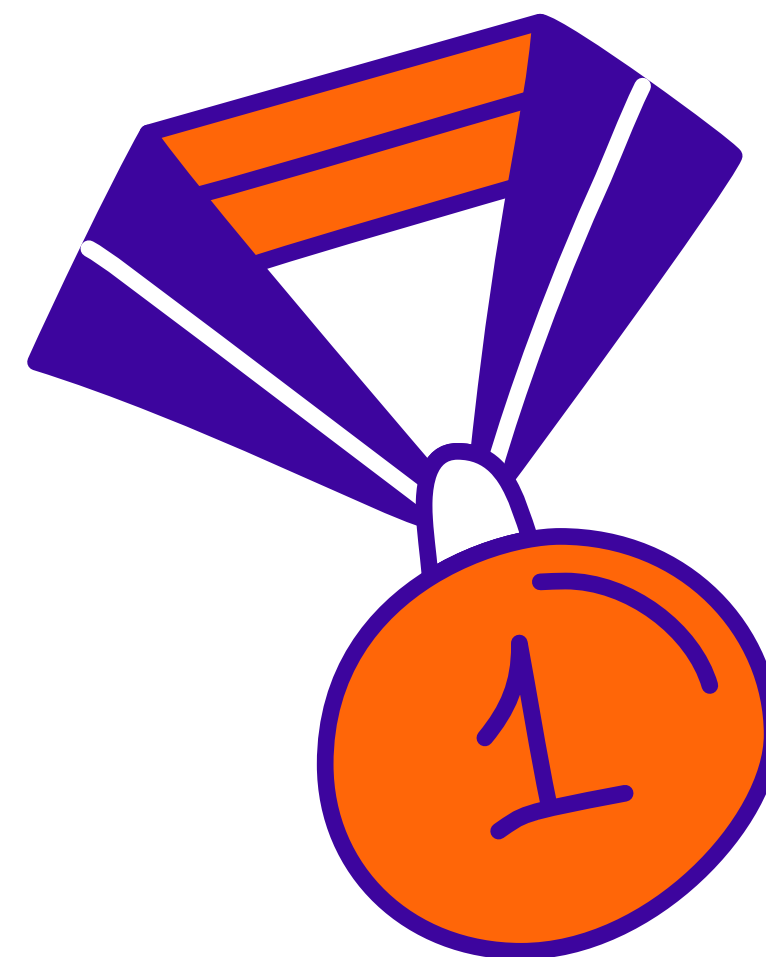
If you have any questions about the organisation, the projects or the role, please do just get in touch for a chat, just contact Sophie Clarke (who leads the team) on:  
[sophie.clarke@thisiscapacity.co.uk](mailto:sophie.clarke@thisiscapacity.co.uk).

# Application Questions

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

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.

1. 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?
2. Tell us what you most value in your work? What do you find most difficult?
3. Why would you like to work for Juno?





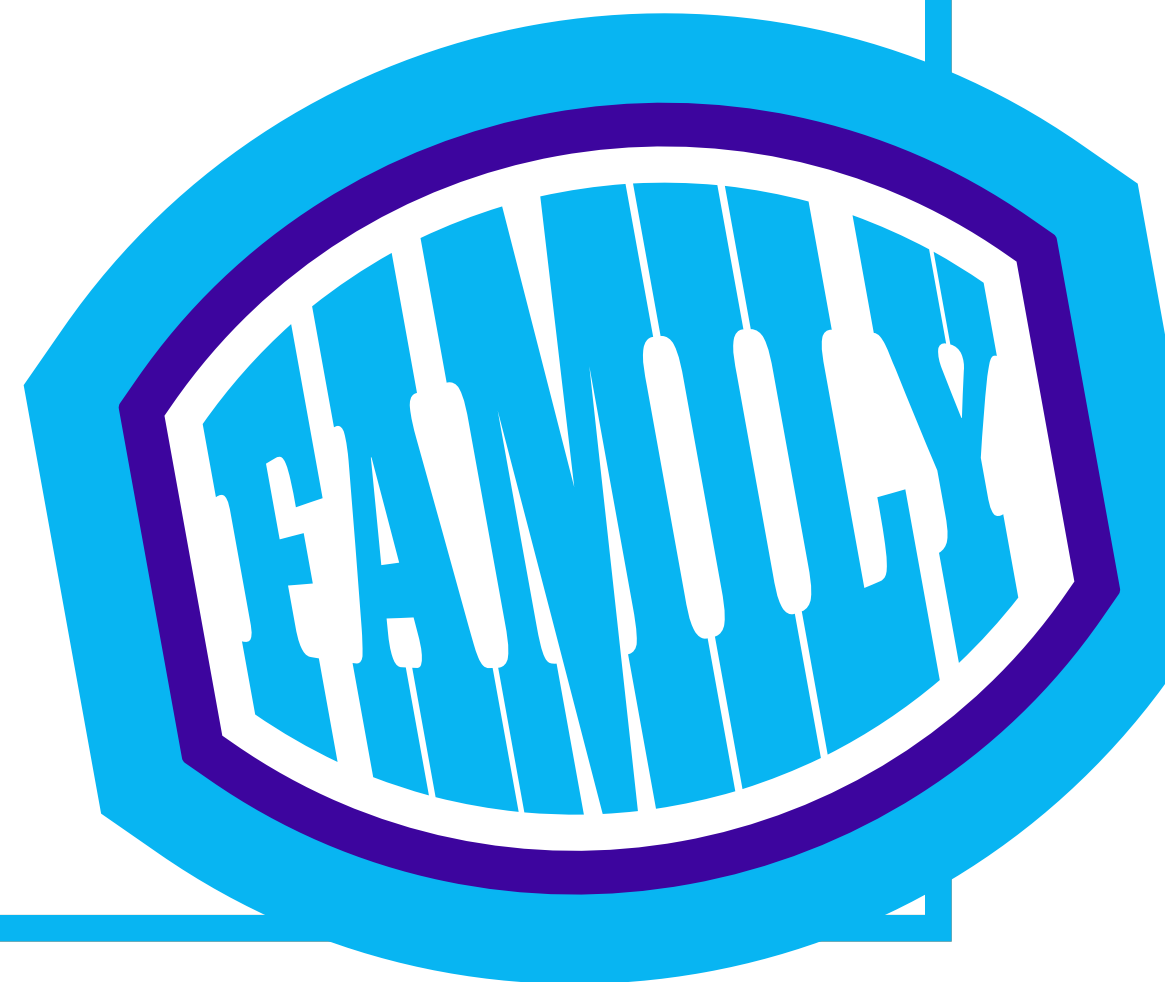
# Equality, Diversity & Inclusion at Juno

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 adaptation or adjustments we can make to assist you in your application or with our recruitment process, please let us know at [sophie.clarke@thisiscapacity.co.uk](mailto:sophie.clarke@thisiscapacity.co.uk) or by phone on 0151 305 104.

