

Job description

Job title

Principal Manager

Hours

37.5 per week, 52 weeks

Contract

Permanent

Role profile and grade

PCS55S, Grade 6, point 16 - with biennial increments

Salary

£55,184 (£28.30ph)

Location

Cheadle / hybrid – Covering services in Greater Manchester

Reports to

Head of service

Type of DBS required

Full – Enhanced, child & adult workforce

Job purpose

To work as part of a Children & Families management team to support the Head of Service in the delivery of together trust's residential services for children looked after, and those receiving shared care, or short breaks.

To deputise for the Head of Service when required in the management and oversight of all the trust's residential children's homes and short break services.

To provide leadership, line management and supervision to a group of registered managers in the delivery of high-quality residential care for children across the trust.

To register with Ofsted as the responsible individual for residential children's home you are directly working with, as required by the Head of Service to meet operational demands.

To hold responsibility for multiple homes of a complex nature, overseeing current levels of need. The Principal Manager will manage registered managers in dispersed, diverse multiple locations and services.

The Principal Manager will provide external support to the trust's children's residential registered managers, in addition to fulfilling the role of a responsible individual to meet operational demands.

The Principal Manager will contribute to the Children & Families senior management team to develop and innovate our children's residential services. The Principal Manager will promote a culture of continuous improvement across these services.

The Principal Manager will lead on ensuring consistency and quality across our children's residential provision, improving Ofsted inspection outcomes and service delivery.

The Principal Manager will contribute to the professional development of all the trust's children's registered managers and ensure that all the trust's relevant policies and procedures are implemented across children's residential services.

Together trust commissions independent regulatory inspectors who complete all the required Regulation 44 visits/inspections to all our registered children's homes. The Principal Manager is responsible for the oversight and implementation of good practice resulting from these and all other regulatory inspections and reports from Ofsted.

The Principal Manager will ensure that Quality Assurance and Ofsted recommendations and/or requirements are implemented into practice. Quality and compliance of all services within the Trust is a priority and the operational responsibility within our children's residential services is for the relevant Registered Manager, but with ongoing support, supervision, and leadership from the Principal Manager.

The ability to work with external local authority officers who are the trust's commissioning authorities is essential.

Service improvement and development underpins the Principal Manager role and all aspects of their responsibilities. This role is regional and is not an office-based role.

Children's Residential Services operate a 24 hour on-call duty manager system, and the Principal Manager will be required to participate in the senior management duty on-call rota at weekends for which a nightly on call rate is payable.

A casual car mileage allowance is payable, currently at £0.45 per mile. The post-holder will be responsible to and supervised by the Head of Service, Children & Families.

Principal responsibilities

1. To line-manage, supervise, and support a group of children's residential registered managers to ensure the delivery of high-quality person-centred care across all our residential services.
2. To ensure that all the trust's registered children's homes are compliant with standards, regulations, policies, and procedures ensuring that effective and appropriate systems are in place to support our residential staff in their delivery of care.
3. To act as the responsible individual of children's homes or services you are directly working with, or as part of the trust's innovation and service development agenda.

4. To oversee and implement quality assurance processes to maintain good or outstanding practice across children's residential services and to evidence the outcomes for the children in our care.
 5. To ensure our registered managers promote and ensure the safeguarding, welfare, and well-being of the children in our residential care.
 6. To work with the trust's HR and recruitment team to progress and improve the recruitment and retention of staff in the children's residential sector. To support registered managers with managing staffing issues including disciplinary, capability, practice issues, and undertaking commissioned internal investigations when required.
 7. To promote the trust's residential children's services externally, developing contacts with local authorities and other stakeholders. Liaising with local authorities at service lead and commissioning levels to help achieve new referrals and future placements. To Participate and/or attend social care conferences and presentations.
 8. To ensure delegated budgets are adhered to within the trust's financial procedures, including the achievement of budget income and expenditure targets for each residential children's service.
 9. To promote equality and diversity in all aspects of service delivery with an emphasis on participation and inclusion for children and our staff.
 10. To maintain knowledge and expertise in all relevant children's social care legislation particularly the children's homes (England) regulations 2015 and the social care common inspection framework.
- This job description is neither prescriptive nor exhaustive. It is intended as a framework to identify the main areas of responsibility for the Principal Manager role. It is the nature of the trust's work that tasks and responsibilities are in many circumstances, unpredictable and varied. A senior managerial role such as this requires the post-holder to work flexibly when required. Tasks not specifically identified in this job

description may be undertaken as directed by the Head of Service or Trust Leadership Team (TLT).

Person specification


You will need to demonstrate the extent that you have the necessary requirements for this role. Please use examples in your application how you match the criteria in the person specification and your experience of the responsibilities outlined for the role.

	Essential	Desirable
Education, qualifications, and training	<p>Level 5: Leadership and Management for Residential Childcare or equivalent</p> <p>Significant Children's Residential social care experience as a Registered Manager or equivalent management role.</p> <p>Evidence of Continuing Professional Development</p>	<p>Social work Degree/Dip SW</p> <p>Business management Qualification/additional leadership qualification/ University/Post Graduate level equivalent.</p>
Experience and Knowledge	<p>Knowledge of relevant childcare legislation/regulations/ Social care inspection framework.</p> <p>Expertise in promoting and delivering high quality children's residential services</p>	<p>Experience of successful partnership working internally and externally</p>

	<p>Significant experience of leading a residential service for young people with complex social care needs, and/or complex health needs.</p> <p>Evidence of developing professional relationships with local authority officers and commissioners</p> <p>Experience & knowledge of children looked after, care planning, transitions, and leaving care</p> <p>Knowledge of leadership & management. Management experience and processes of change.</p> <p>Experience of budget responsibility for income and expenditure</p>	
Skills	<p>A personal commitment to the delivery of high-quality services to looked after children and young adults</p> <p>A commitment to the trust's values & behaviours</p> <p>To work constructively as a member of a senior management team</p> <p>To develop working relationships with local authority officers & commissioners</p>	<p>Experience of working across an organisation to achieve broad aims and shared objectives</p>

	<p>To develop and manage service budgets within agreed resources</p> <p>To produce service plans that focus on continuous improvement</p> <p>To produce high quality and researched written reports</p> <p>To produce information on outcome measurements</p> <p>To analyse management information and to use this in service improvement</p> <p>Initiative, drive, enthusiasm, commitment, and self-motivation</p>	
Other	<p>Up-to-date IT skills and ability to use IT applications and electronic recording systems to improve service delivery</p> <p>Ability to demonstrate a flexible approach to work, including some weekend on - call requirements.</p> <p>A full Current Driving Licence</p>	Knowledge of 'Clearcare'

Applications are welcome from all regardless of age, disability, marriage or civil partnership, pregnancy or maternity, religion or belief, race, sex, sexual orientation, trans status, or socio-economic background. We are



committed to making reasonable adjustments for disabled people. We positively encourage applications from those with lived experience.