****

|  |
| --- |
| **Job Description** |

**Job Title:** Regional Manager  **Reporting To:** Head of Service

**Location:** Office Based with hybrid working

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Role Purpose:**

The role is a senior level management role within the organisation managing the provision of a therapeutic fostering service. The post holder will lead and manage a staff team to ensure that the highest quality therapeutic fostering services are delivered for the children, families and customers of By the Bridge.

**About By the Bridge:**

By the Bridge with Cambian is an innovative, dynamic, independent fostering organisation providing high quality foster care and services to children and their foster families.

We aim to create an environment where all people feel valued and can grow, develop and achieve their goals.  We work to ensure that By the Bridge with Cambian is organisation, which thrives on the diversity of its staff, families and children, to ensure that we assist and care for those most vulnerable, and advocate with them, and on their behalf.

**Responsibilities:**

* Lead responsibility in the region for the management of the day to day fostering service.
* Lead responsibility for ensuring branch compliance with all fostering regulations and regulatory reporting requirements.
* Working with the Head of Safeguarding, lead responsibility within the branch for safeguarding children.
* Playing a key role in the development of new services and the overall strategic growth and development of the fostering service.
* Responsible for achieving and exceeding the National Minimum Standards for fostering.
* Responsible, alongside the Assistant Regional Manager (where appropriate) for the line management and supervision of the staff team, with close reference to By the Bridge policies, procedure and therapeutic fostering model.
* Leader in the understanding of the therapeutic model and ensuring that this is cascaded through the Team.
* Facilitation of group supervision of foster parents in their geographical areas once a month.
* Facilitation of a range of professional meetings, including but not limited to meetings with Local Authority customers, foster parents and staff.
* Responsible for branch preparation for Ofsted inspection.
* Responsibility to report monthly against QA and performance KPIs.
* Annual appraisal for staff and oversight of the professional development and learning of the team.
* Day to day financial management of local branch budgets.
* Develop and maintain the culture and community, including groups and events.

**General Responsibilities:**

* To work in accordance with By the Bridge with Cambian policies and procedures.
* To contribute to the culture of By the Bridge with Cambian.
* To uphold and embody our values at all times, ensuring the protection of children is paramount
* To adhere to responsibilities under data protection, health and safety legislation and policies.
* To demonstrate a positive commitment to equalities and diversity.
* To undertake such other duties as may be reasonably expected or commensurate with your role.

**Role Objectives:**

* Reporting to the Registered Manager who will provide line management and supervision
* Close liaison with the Head of Quality and Compliance and other members of the Central Services senior management team as required.
* A member of the organizational Fostering Management team and the Group Management team, meetings for the former held regionally and the latter in East Midlands Region.
* Engaging with the Head of Therapeutic Services who will provide guidance and supervision on therapeutic childcare in accordance with the By the Bridge fostering model
* Liaising with the Recruitment and Referrals departments regarding the integration of new families and children

**Person Specification**

* Qualified as a social worker
* Therapeutic qualifications or experience/fostering experience
* Experience of people/team management
* Ability to recognize, and work with, strengths and weaknesses
* Ability to facilitate others in reaching their potential
* High level of emotional literacy
* Good communicator
* Highly literate
* Good IT skills
* Ability to prioritize/multitask
* Ability to recognize the foster parent as a fellow professional
* Flexibility to adapt working practice and values in order to ensure compatibility with By the Bridge therapeutic fostering model.
* Hold a full driving license.

**Safeguarding Children:**

Safeguarding Children is central to all that By the Bridge with Cambian does. The Regional Manager role means that the Regional Manager is in a prime position to notice any actual or potential safeguarding concerns and must follow the By the Bridge with Cambian’s reporting procedure if they have any cause to be worried about a child’s well-being. The Regional Manager will be required to undertake mandatory online and taught safeguarding training within their induction period.

By the Bridge Ltd may vary your job description from time to time to reflect any development of your role necessary in consequence of regulatory change or operational needs.