

Northamptonshire Children's Trust

Job Title: Strategic Manager – Homes for Children

One Angel Square, Northampton

Grade: SM2 NCT0042

Reports To: Assistant Director of Belonging

Overall Purpose of the Job

The Strategic Manager's role is a key operational and strategic management role and an essential part of our improvement journey. You will be responsible for the development and provision of support services to cared for children and care experienced young adults. With direct responsibility for Homes for Children, the strategic manager will also have indirect responsibility to support all staff across homes for children from senior managers to frontline practitioners to deliver positive interventions to cared for children.

As Strategic Manager you will be responsible for leading and motivating this service area in delivering a high-quality service to our cared for children in residential settings. Your focus will be on ensuring all children are well supported to maximise their life chances; where they can thrive in our care, are safe from any harm or abuse, have access to the best education and training, and feel prepared for adulthood in Residential settings

As part of the Belonging Service senior management team you'll be a vital link between management, commissioners, practitioners and those who make strategic decisions in partner agencies. You will be a key driver in developing and delivering the Belonging Strategy within Northamptonshire Children's Trust and in partnership with North and West Northamptonshire Councils.

Main Accountabilities

1.	To provide and practice strategic leadership, management and advice on all issues related to cared for children in our residential settings in Northamptonshire Children's Trust
2.	To support the development and delivery of children's services' vision, values and strategic objectives for children and young people, and their parents and carers, taking a lead role on the development of relevant strategies, policies, procedures, programmes and projects across Children Services and professional agencies including the Integrated Care System.
3.	Provide strategic oversight and regulatory accountability as the Responsible Individual for Ofsted-registered children's homes, ensuring compliance with the Children's Homes (England) Regulations 2015 and SCCIF inspection framework.
4.	To manage the budget for Homes for Children and contribute to the budget setting and the coming in on target.
5.	To chair relevant panels and attend and contribute to the Quality Assurance Board and Corporate Parenting Board, and any other forums as and when required.

6.	Write and present reports detailing work of the service to all management meetings and committees as and when necessary; to report to elected councillors when required.
7.	Contribute to long-term placement sufficiency planning across the Trust by supporting relevant services using knowledge of children's homes, including development and mobilisation of new residential provision.
8.	To work strategically with multi-agency partners, elected members and other key stakeholders including voluntary organisations to promote corporate parenting responsibilities and establish and maintain joint working policies and practices, understanding and assessing significant risk for any decisions made with the aim of enabling the achievement of positive outcomes for children, young people and young adults.
9.	Ensure effective participation and appropriate involvement of cared for children and care experienced young adults in the planning and development of services that meet their needs.
10.	To oversee all areas of service performance and support staff to achieve practice that is of excellent quality and evidence based, underpinned by Signs of Safety practice model with the voice of the child evident in all service delivery and that staff are appropriately developed and supported.
11.	To support other areas of the Children's Trust as required and provide management and advice on all issues related to cared for children and care experienced young adults in Northamptonshire Children's Trust.
12.	To provide out of hours cover as and when required and/or as cover rotas dictate.
13.	Offer professional oversight, support and challenge to Registered Managers, ensuring they meet required standards, maintain fitness to practise and deliver continuous improvement.
14.	Lead on engagement with Ofsted for inspections, action plans, and post-inspection improvement activity across the Homes for Children service.

Corporate Parenting Commitment

As corporate parents we are committed to doing everything we can for every child in our care and every care leaver. We encourage you within the course of your work to seek opportunities where you can be ambitious for these children and young people, encouraging them to dream big and take chances and provide secure, nurturing and positive experiences.

Safeguarding Commitment

We are committed to putting children and young people's welfare as a priority in all we do. We request that you respect their views, feelings and rights and take all reasonable steps to safeguard and promote the welfare of children and young people and vulnerable adults who receive support and services of Northamptonshire Children's Trust.

Person Specification

Directorate: Northamptonshire Children's Trust, Children's Social Care	Section: Belonging
Job Title: Strategic Manager for Homes for Children	Grade: SM2

Personal Qualities	<ul style="list-style-type: none"> ➤ Inspire colleagues and stakeholders to fully engage with the aims and the long-term vision ➤ Embed an inclusive culture of creating positive and supporting teams ➤ Communicate with conviction and clarity in the face of tough negotiations or challenges ➤ Share expertise through coaching and mentoring to support teams to succeed ➤ Use a range of quality assurance tools to drive high quality and efficient service delivery ➤ Translate strategic priorities into clear outcome focused objectives for managers and teams
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Qualifications, Knowledge, Skills and Experience

Minimum level of **qualifications** required for this job

<i>Qualifications Required</i>	Subject	Essential/ Desirable
Degree Level Qualification		Desirable
Level 5 in Leadership and Management	Residential Services	Essential
Ofsted Responsible Individual suitability		Essential

Minimum levels of **knowledge, skills and experience** required for this job.

Management experience	Significant senior leadership experience within children's residential or children's social care services , with responsibility for service quality, improvement and outcomes.	Essential
Experience with cared for children, safeguarding and risk	Extensive knowledge and practical experience of working with cared for children and care-experienced young adults, including safeguarding, risk management and decision-making in complex environments.	Essential
Strategic Leadership skills	Proven ability to provide strategic leadership across multiple residential services, setting clear direction and inspiring high-performing, inclusive teams.	Essential
People Management and Leadership	Demonstrable experience of managing and developing Registered Managers , providing professional oversight, challenge and support to drive continuous improvement and regulatory compliance.	Essential
Regulatory Understanding of Service Area	In-depth knowledge and understanding of Children's Homes (England) Regulations 2015 , the Social Care Common Inspection Framework (SCCIF) and wider children's social care legislation and policy.	Essential
Ofsted Responsible Individual experience	Experience acting as, or working closely with, an Ofsted Responsible Individual , including inspection readiness, inspections, improvement plans and post-inspection actions.	Essential
Performance management and quality assurance	Strong track record of performance management , using data, quality assurance tools and evidence-based practice to improve service outcomes.	Essential
Financial, commercial and budget management	Proven ability to manage complex budgets , demonstrating strong financial, commercial and analytical skills and ensuring services operate within agreed resources.	Essential
Strategic sufficiency planning and service development	Experience of contributing to strategic sufficiency planning , including development, commissioning or mobilisation of residential provision.	Essential
Decision Making (Skills)	Ability to work effectively across complex systems , influencing and making decisions at a senior level with diverse internal and external stakeholders.	Essential
Strategic partnership working	Significant experience of strategic partnership working , including effective collaboration with local authorities, health partners, voluntary organisations and elected members.	Essential
Communication Skills	Excellent communication skills , including the ability to write and present clear, authoritative reports and communicate confidently with senior leaders, Ofsted and elected members.	Essential

Statutory Responsibilities (Knowledge)	Demonstrated commitment to corporate parenting , ensuring that children and young people's voices are central to service design and delivery.	Essential
People Management (Skills)	Strong people-management skills, including the ability to build, motivate and sustain high-performing, multidisciplinary teams .	Essential
Leadership Skills	Evidence of ethical and inclusive leadership , promoting equality, diversity and a positive organisational culture.	Essential
Leading change and continuous improvement	Proven experience of leading change and service improvement , challenging existing practice and delivering sustainable, high-quality outcomes.	Essential
Translating strategy into outcomes and delivery	Ability to translate strategic priorities into clear, outcome-focused objectives and ensure delivery through effective planning and resource management.	Essential
Operational resilience / out of hours cover	Willingness and ability to meet the operational demands of the role , including participation in out-of-hours cover arrangements where required.	Essential

Disclosure Level

What disclosure level is required for this post?	None	Standard
	Enhanced	Enhanced with barred list checks

Work Type

What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)	Fixed	Flexible X	Field	Home
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