JOIN CENTAURI CARE

Registered Manager - Children's Home

Tristar House | Nuneaton, Warwickshire (CV11 area) | Full-time, permanent

UP TO £60,000 BASIC SALARY

£55,000-£60,000, depending on experience and regulatory track record

PLUS UP TO £3,000 ANNUAL OFSTED PERFORMANCE AWARD*

The £60,000 rate is intended for a proven Ofsted-registered children's home manager who meets Centauri Care's priority criteria, including at least two years' registered-manager experience and evidence of a Good or Outstanding inspection outcome. The performance award is separate from basic salary and subject to scheme terms and eligibility.

Lead an established Good-rated home, build a confident and reflective team, and help prepare Centauri Care's planned second home while sustaining strong outcomes for young people.

The role at a glance

Key detail	Information
Home	Tristar House: an established, Ofsted-rated Good, three-bedroom children's home supporting young people with SEMH needs.
Role	Permanent Registered Manager for Tristar House, expected in due course to seek dual registration for Centauri Care's planned second home, subject to a separate application and Ofsted approval.
Hours	Full-time, 40 hours a week through a planned on-site management rota, with flexibility across the home's operating hours and management on-call cover.
Experience	At least two years as an Ofsted-registered children's home manager, with evidence of a Good or Outstanding inspection outcome.
Qualification	Level 5 Diploma in Leadership and Management for Residential Childcare (England), or a recognised equivalent, is essential for this vacancy.
Location	Tristar House, Nuneaton, Warwickshire (CV11 area). This is an on-site role and reliable travel is essential.
Sponsorship	Applicants must already have permission to undertake the role in the UK. Centauri Care cannot sponsor or take over sponsorship for this vacancy.

This vacancy is for a proven registered manager

- You are aged 21 or over, meet the fitness requirements of regulation 28 and have at least two years' successful experience as the Ofsted-registered manager of a children's home.
- You can evidence a recent Good or Outstanding Ofsted inspection outcome achieved while you were the registered manager and explain your contribution to that outcome.
- You hold the Level 5 Diploma in Leadership and Management for Residential Childcare (England), or a recognised equivalent that you can evidence clearly.
- You are willing to apply promptly for Ofsted registration for Tristar House and, when the planned second home is ready, to seek dual registration through a separate application to manage both homes. Each application is subject to Ofsted's independent decision.
- You are competent and dependable in Microsoft 365/Office 365, including Outlook email and Calendar, Teams, Word, Excel and secure shared document systems.
- You hold a full driving licence valid in the UK, can travel reliably to CV11 and are willing to drive the home's vehicles. If you are under 25, our motor insurer currently requires at least two years' driving experience.

A realistic view: The Registered Manager is accountable for a 24-hour service. This is not a purely Monday-to-Friday office position: your planned 40-hour working pattern must provide visible leadership across the home's operating hours, and you will participate in management on-call arrangements. You are not expected to be continuously on duty, but you must organise reliable delegated cover, remain informed about significant events and respond when senior management input is required.

About Tristar House and Centauri Care

Tristar House is an established, Ofsted-rated Good, three-bedroom children's home in Nuneaton supporting young people with social, emotional and mental health (SEMH) needs. The house has been purposefully refurbished to feel welcoming and homely, with a small team focused on consistent, relationship-based care.

Centauri Care is an independent children's residential care provider. Our values - Be Empowered Be Happy Be You - shape how we support young people and how we work with one another. The Registered Manager will have meaningful authority to lead the home, supported and challenged by the Responsible Individual and senior leadership team.

Centauri Care intends to purchase and register a second children's home. The successful candidate must be willing to support its development and, when the service is ready, apply to Ofsted to become dual registered as the Registered Manager of both homes. This future arrangement is not automatic: it will proceed only if the provider and manager can evidence that it is safe, workable and in children's interests, and Ofsted approves the separate registration.

This is an opportunity for an accomplished manager to consolidate a Good service, strengthen the evidence of children's progress and lead sustained improvement towards Outstanding practice. The focus is not inspection theatre: it is a stable home where young people are safe, heard, understood and helped to make measurable progress in their everyday lives.

Purpose and accountability

As Registered Manager, you will be the registered person responsible for the day-to-day leadership and management of Tristar House. You will ensure that the home operates in accordance with its Statement of Purpose and that practice meets the Care Standards Act 2000, the Children's Homes (England) Regulations 2015, the Quality Standards, associated guidance and the current Ofsted social care common inspection framework (SCCIF).

You will translate regulatory duties into reliable everyday practice. Your success will be measured through children's safety, stability, experiences and progress; the quality and consistency of staff practice; the accuracy of records; timely action when standards slip; and the home's capacity to learn and improve.

Your initial statutory accountability will be for Tristar House. If you are later registered for Centauri Care's second home, you will be expected to remain in full-time, day-to-day charge of each service through visible leadership, strong deputies, effective delegation, reliable information systems and clear oversight. The distinct needs, records, Statement of Purpose and regulatory accountability of each home must remain clear.

Registration, governance and regulatory leadership

- Submit and progress a complete application for Ofsted registration for Tristar House and maintain the personal fitness, competence and continuing professional development required of a registered manager.
- When instructed by the provider and the planned second home is operationally ready, complete a separate application to Ofsted to manage that home while remaining Registered Manager of Tristar House; understand that each registration is considered independently and approval cannot be guaranteed.
- Help the provider evidence the proposed two-home arrangement, including the reason for it, the needs and size of each home, travel time, management structure, deputy capacity, oversight and support, absence cover and how you will remain effective in each service.
- Participate in formal capacity reviews before and after any second registration and speak up promptly if geography, workload, staffing, children's needs or emerging risk would prevent safe and effective management of both homes.

- Lead the home in line with its Statement of Purpose, reviewing it with the provider when needs, practice or operating arrangements change and ensuring that the service delivered matches what is stated.
- Maintain a current working knowledge of the Children's Homes Regulations, Quality Standards, SCCIF, statutory safeguarding guidance and relevant local procedures, and make sure these are understood in practice.
- Provide the Responsible Individual and provider with accurate, timely information about safeguarding, staffing, quality, finance, complaints, significant events, risks and emerging regulatory concerns.
- Ensure that required notifications of significant events are made to Ofsted and other appropriate persons without delay, contain sufficient analysis and are followed by proportionate action and learning.
- Lead Ofsted inspections and monitoring activity openly and professionally, provide reliable evidence, respond promptly to requirements and recommendations and sustain improvement between inspections.

Children's safety, experiences and progress

- Create a culture in which young people feel safe, respected and able to speak about worries, wishes, identity, relationships and their experience of living at the home.
- Maintain management oversight of each young person's care plan, placement plan, risk assessments, delegated authority, health, education, relationships and transition planning.
- Ensure that staff understand the meaning behind behaviour and use trauma-informed, relationship-based, restorative and proportionate approaches that reflect each young person's plan.
- Lead effective responses to safeguarding concerns, allegations, missing-from-care episodes, exploitation risks, complaints, incidents and emergencies, including consultation and escalation through the correct channels.
- Monitor the use and impact of behaviour-support strategies and physical intervention, ensuring that practice is necessary, proportionate, undertaken by trained staff, recorded, reviewed and followed by learning and support.
- Use children's views and evidence of progress to challenge drift, secure timely professional support and ensure that decisions remain focused on each young person's best interests and longer-term outcomes.

Staffing, culture and practice leadership

- Maintain a stable staffing establishment, safe rotas and a deliverable contingency plan so that suitably experienced and qualified staff can meet the needs and risks of the young people at all times.
- Lead safer recruitment in accordance with regulations 32 and 33 and Schedule 2, including scrutiny of employment history, references, qualifications, DBS information, right to work and suitability evidence.
- Provide high-quality induction, probation, supervision and appraisal that is child-focused, reflective, appropriately challenging and connected to observed practice and development needs.
- Make sure staff attain required qualifications within regulatory timescales and receive training tailored to the specific needs of the young people, checking that learning improves practice rather than relying on course attendance alone.
- Set clear responsibilities and professional boundaries, model respectful leadership, address poor or unsafe practice promptly and create a culture in which staff and young people can raise concerns without fear.
- Develop the Deputy Manager, senior staff and emerging leaders through delegation, coaching and accountable follow-through while retaining appropriate management oversight.

Quality assurance, learning and improvement

- Maintain management systems that give an accurate, current picture of the home's strengths, weaknesses, risks, staffing capacity and impact on individual young people.
- Complete the regulation 45 review of the quality of care, produce and submit the required report within regulatory timescales and use its findings to drive a clear home development plan.
- Review regulation 44 reports, audits, complaints, incidents, notifications, restraints, missing episodes, feedback and placement outcomes; identify patterns and ensure that agreed actions are completed and effective.
- Audit care records, medication, health and safety, fire safety, finance, training, supervision, recruitment and environmental standards, escalating repeated or serious shortfalls to the Responsible Individual.
- Ensure records are accurate, timely, respectful, analytical and connected to plans, and that information is stored, shared and retained lawfully and securely.

- Demonstrate sustained improvement through evidence of impact, including what changed for young people, what staff learned and how leaders know that improvement has been embedded.

Admissions, partnerships and professional challenge

- Lead robust referral assessment and matching, considering the needs and risks of the referred young person, those already living at the home, staffing competence, environmental factors and the home's Statement of Purpose.
- Make evidence-based recommendations to the provider about admissions, additional resources, placement sustainability and circumstances in which the home cannot safely meet assessed needs.
- Build constructive relationships with social workers, independent reviewing officers, education, health, police, families, advocates, commissioners and the host local authority.
- Chair and contribute to professional meetings with clear evidence about progress, risk, incidents, resources and agreed actions, ensuring that decisions and responsibilities are recorded and followed through.
- Challenge other services respectfully and persistently when responses, resources or planning are not meeting a young person's needs or statutory entitlements.
- Support thoughtful introductions, placement stability, permanence and well-planned transitions, including preparation of young people, staff and relevant professionals for change.

Operational and resource management

- Manage the home within agreed budgets and delegated authority, maintaining oversight of staffing costs, agency use, household expenditure, purchasing, petty cash and financial controls.
- Ensure the premises, vehicles, equipment and systems are safe, secure, well maintained and homely, with timely risk assessment and action when repairs or hazards arise.
- Maintain effective arrangements for medicines, health appointments, infection control, fire safety, business continuity, data protection and emergency response.
- Plan and prioritise management activity so that regulatory, care-planning, staffing, reporting and operational deadlines are met without losing visible leadership of the home; if dual registered, maintain a clear and realistic schedule across both services.
- Provide accurate performance and management information to the Responsible Individual and senior leadership team and contribute to organisational policy, service development and commissioning relationships.
- Participate in management on-call arrangements and ensure that delegated out-of-hours decisions, escalation routes and handovers are clear, proportionate and reliably recorded.

Digital organisation and information management

- Use Microsoft 365/Office 365 confidently as part of everyday management, including Outlook email and Calendar, Teams, Word, Excel and the provider's secure shared files and systems.
- Actively manage your inbox, calendar, meetings, priorities and action deadlines; read and respond to important communications promptly and do not rely on repeated reminders from senior colleagues.
- Use Teams effectively for meetings, communication and collaboration, and prepare clear Word documents and accurate Excel trackers, dashboards and management information.
- Maintain orderly, accessible and secure electronic records with appropriate permissions, naming conventions and version control, following data-protection, confidentiality and information-security requirements.
- Ensure digital systems give the Responsible Individual and provider reliable visibility of performance, risks and overdue actions, particularly if the role extends across two homes.

Accountability and support: The Registered Manager initially holds statutory day-to-day accountability for Tristar House and works in partnership with the Registered Provider and Responsible Individual. If separately registered for the planned second home, the manager will hold the same clear accountability for that service. The provider retains its own statutory duties. Concerns about capacity, resources, provider decisions or risks that cannot be resolved at home level must be escalated promptly and recorded; accountability must never become professional isolation.

The kind of manager who succeeds here

We are looking for a manager whose credibility comes from sound judgement, consistent follow-through and the quality of care experienced by young people - not simply from producing policies or preparing for inspection.

- **Child-centred and ambitious -** you connect every management decision to young people's safety, experiences, progress and future.
- **Visible and dependable -** you know the home, the team and each young person's plan, and you are present when leadership matters.
- **Regulatorily confident -** you understand the legal framework, can explain your evidence and act early when practice or systems fall short.
- **Calm and decisive -** you assess complex information, manage risk and make defensible decisions without becoming reactive or punitive.
- **Reflective and curious -** you seek out children's views, test assumptions, identify patterns and use challenge and feedback constructively.
- **A credible people leader -** you set standards, coach well, hold colleagues accountable and create the conditions in which good practice can thrive.
- **Organised and digitally competent -** you use Microsoft 365 to control communications, meetings, actions, records and deadlines and give others reliable visibility of progress.
- **Commercially responsible -** you understand that safe staffing, sustainable placements and careful use of resources support quality rather than compete with it.

Essential experience, qualifications and knowledge

- At least two years' experience as the Ofsted-registered manager of a children's home, together with evidence of a Good or Outstanding inspection outcome under your leadership.
- Level 5 Diploma in Leadership and Management for Residential Childcare (England), or a recognised equivalent that meets regulation 28 requirements.
- The experience required by regulation 28, including substantial recent work relevant to the residential care of children and supervision or management of staff in a care role.
- Strong recent experience supporting young people with SEMH needs, trauma, complex behaviour and safeguarding risks in an Ofsted-regulated residential setting.
- Detailed working knowledge of the Children's Homes (England) Regulations 2015, Quality Standards, SCCIF, the Guide to the Children's Homes Regulations and current safeguarding guidance.
- Evidence of leading safeguarding responses, staff supervision and development, quality assurance, improvement planning, admissions and multi-agency work.
- Competent working knowledge of Microsoft 365/Office 365, particularly Outlook email and Calendar, Teams, Word, Excel and secure shared document systems, with the organisational discipline to keep communications, meetings, actions and deadlines under control.
- Strong written, analytical and financial skills, including the ability to produce reliable regulatory reports, dashboards, trackers and management information.
- Full driving licence valid in the UK and willingness to drive the home's vehicles.
- Ability and willingness to apply promptly for, secure and maintain Ofsted registration for Tristar House and subsequently make a separate application to manage Centauri Care's planned second home while remaining registered for Tristar House.
- Capacity and willingness to provide full-time, effective day-to-day management across both homes if Ofsted approves the proposed arrangement, including reliable travel, visible leadership, strong delegation and clear oversight of each service.

Additional strengths

- A sustained record of improving a children's home from Requires Improvement to Good, or from Good towards Outstanding.
- Experience leading a small SEMH home, stabilising placements and developing consistent trauma-informed or therapeutic practice.
- Experience managing, supporting or overseeing more than one children's home, with evidence of maintaining clear accountability and quality across locations.

- Experience developing deputies and senior staff, reducing agency dependence and improving recruitment, retention and qualification levels.
- Experience managing complex commissioning relationships, placement-risk decisions and budgets without compromising safeguarding or care quality.

Salary, support and benefits

The basic salary is **£55,000-£60,000 a year for a full-time, 40-hour week**. The offer will reflect the depth and recency of your registered-manager experience, relevant qualifications, regulatory history, SEMH expertise and evidence of inspection outcomes. The £60,000 rate is intended for candidates who meet the priority profile set out in this document. The annual Ofsted performance award is separate from basic salary, provides up to **£3,000** and is subject to the scheme rules and eligibility in force at the relevant time.

- An established Ofsted-rated Good, three-bedroom home with the opportunity to consolidate quality and lead sustained improvement.
- The opportunity to help develop Centauri Care's planned second home and, subject to separate Ofsted approval, broaden your leadership as the Registered Manager of both services.
- Accessible oversight, professional challenge and support from the Responsible Individual and senior leadership team.
- Meaningful autonomy to shape culture, develop the team and strengthen systems within the home's Statement of Purpose and provider governance.
- Regular supervision, appraisal, reflective support and continuing professional development.
- Therapeutic training and consultation for staff.
- 28 days' annual leave inclusive of bank holidays, increasing with service to 33 days after five years, plus the option to purchase additional leave.
- 3% employer pension contribution.
- Free meals while working at the home and wellbeing support.
- Centauri Care pays for the initial DBS check.
- Loyalty and refer-a-friend schemes, subject to the applicable scheme terms.

Working pattern

This is a permanent, full-time, on-site position contracted to 40 hours a week. Your planned management rota will combine protected management activity with visible leadership in the home. It must reflect the needs of the young people and staff rather than relying solely on conventional office hours, so it will include agreed early, late, evening or weekend presence when required. If dual registration is approved, your working pattern must provide purposeful and demonstrable leadership in both homes, with travel and management time planned transparently.

Participation in the management on-call rota is essential. You must ensure that competent, delegated cover and escalation arrangements are maintained whenever you are not on duty. Any separate on-call allowance, if applicable, will be confirmed under Centauri Care's current arrangements before appointment.

> **Important:** Before applying, please make sure that full-time on-site leadership in Nuneaton, future regular travel between two homes, flexibility across the services' operating hours and management on-call responsibility are sustainable for you. The role requires consistent presence, personal organisation and accountability, supported by safe delegation, strong deputies, planned leave and professional boundaries.

Safer recruitment and equal opportunities

Centauri Care is committed to safeguarding and promoting the welfare of children and young people. Any offer is conditional on completion of safer recruitment checks. These include identity and right-to-work checks; an Enhanced DBS check for the child workforce including Children's Barred List information; two satisfactory written references; verification of reasons for leaving previous employment; a complete employment history with written explanations for gaps; and documentary verification of relevant qualifications.

Because this is a registered-person appointment, Centauri Care will also verify relevant management, Ofsted registration, inspection and regulatory history and assess your fitness to manage. Appointment does not guarantee Ofsted registration: the successful candidate must complete the required application and satisfy Ofsted's independent assessment for Tristar House. Any later application to manage the planned second home will be separate and subject to a further assessment and decision by Ofsted.

Centauri Care pays for the initial DBS check, and the successful applicant will be expected to subscribe to the DBS Update Service. We welcome applications from people of all backgrounds and make recruitment decisions against the requirements of the role, safer recruitment evidence and the applicant's ability to provide high-quality leadership.

Right to work and sponsorship: Applicants must already have permission to undertake the full duties and hours of this role in the UK. Centauri Care cannot sponsor or take over an existing sponsorship arrangement for this vacancy. The same right-to-work process applies to every successful applicant.

How to apply

Apply through the job advert or send your CV and a supporting statement of no more than 750 words. Your statement should identify the homes for which you have been Ofsted-registered, the dates of your registration, the most recent inspection outcomes achieved under your leadership and what you would bring to Tristar House. It should also explain your willingness and capacity to become registered for a second Centauri Care home and how you use Microsoft 365 to organise communications, meetings, actions, records and deadlines.

Email: recruitment@centauricare.com

Application screening questions

- Are you aged 21 or over?
- Do you hold the Level 5 Diploma in Leadership and Management for Residential Childcare (England), or a recognised equivalent? Please state the exact qualification and awarding organisation.
- For which children's home or homes have you been the Ofsted-registered manager, and for how long in total?
- What was the most recent published Ofsted rating achieved while you were the registered manager? Please provide the home, inspection date and rating.
- Do you have recent experience leading a children's home supporting young people with SEMH needs, trauma, complex behaviour and safeguarding risk?
- Are you aware of any current or previous regulatory, safeguarding or disciplinary matter relevant to your suitability to manage a children's home that you are required to declare? Any information disclosed will be considered fairly and in context.
- Do you hold a full driving licence valid in the UK? If you are under 25, have you held it for at least two years?
- Can you reliably commute to the CV11 area of Nuneaton and provide full-time on-site leadership across the home's operating hours?
- Are you willing to participate in management on-call arrangements and apply promptly for Ofsted registration specifically for Tristar House?
- When Centauri Care's planned second home is ready, are you willing to seek dual registration through a separate Ofsted application to manage both homes and demonstrate that you can remain in full-time, effective day-to-day charge of each service?
- Describe how you would organise visible leadership, deputy responsibilities, travel, oversight and absence cover across two homes without weakening accountability or outcomes in either service.
- How confidently can you use Outlook email and Calendar, Teams, Word, Excel and secure shared document systems? Give a practical example of how you use these tools to manage meetings, actions, records and deadlines.
- Do you currently have permission to undertake the full duties and hours of the role in the UK without Centauri Care providing or taking over visa sponsorship?
- In no more than 300 words, give one example of an improvement you led in a children's home. Explain the evidence you used, the action you took, how you involved young people and staff, and the measurable impact on care or outcomes.

Reference: CCRM/2026/287 | Closing date: 30 September 2026 | Applications may be reviewed and interviews arranged before the closing date