



Locality Manager with Registration

Purpose:

As a Care Quality Commission (CQC) or Ofsted Registered Manager, you will lead a flexible support service, ensuring positive outcomes and independence for those we support. You will provide strategic leadership, motivating a high-performing team to deliver quality care in line with CQC or Ofsted standards. Your role will drive social inclusion and individual rights, enabling people with learning disabilities to lead fulfilling lives. You will also support transformative care initiatives, delivering innovative, personalised outcomes

Objectives:

Operational leadership and compliance

- Deliver high-quality, person-centred care in compliance with the Health and Social Care Act, CQC/Ofsted standards, and Brandon policies.
- Ensure safe, effective, and well-regulated support by maintaining operational compliance and addressing any non-conformities promptly.
- Ensure timely reporting, escalation, and resolution of safeguarding, serious concerns, complaints, and health and safety issues.
- Drive participation in statutory safeguarding and complex case meetings, ensuring swift and appropriate responses.



7 days a week availability required



Reports to Regional Manager



Enhanced DBS Require



Level 5 Diploma in Leadership for Health and Social Care/Registered Manager's Award



Location/base

Leadership and team management

- Provide clear strategic direction, ensuring roles, expectations, and performance standards are understood.
- Deploy and support Deputy Managers effectively, prioritising homes needing improvement.
- Build a culture of accountability, development, and engagement through supervision, coaching, and structured learning.
- Lead recruitment and workforce planning to maintain fully staffed, skilled teams

Quality assurance and continuous improvement

- Lead and embed a culture of continuous improvement, ensuring all settings meet or exceed compliance and quality standards. Locality (Registered) Manager 7 days a week availability required Reports to Regional Manager Enhanced DBS required Level 5 Diploma in Leadership for Health and Social Care or equivalent. Registered Manager's Award
- Drive performance by achieving KPIs and regulatory benchmarks, implementing service improvements where necessary.
- Develop and execute an annual service improvement plan aligned with business objectives.
- Ensure full preparation for CQC/Ofsted inspections, swiftly addressing action plans to maintain high ratings.

Stakeholder engagement and relationship management

- Build and maintain strong partnerships with multi-disciplinary teams, external professionals, and key stakeholders.
- Lead service placement consultations, ensuring individuals are matched to the right environments and advocating for necessary changes.
- Represent and champion the service in external meetings, ensuring the voices of those supported shape decision-making.

Commercial and business management

- Manage budgets effectively, ensuring financial targets are met while sustaining quality.
- Drive cost efficiencies through strategic workforce planning, minimising agency usage and optimising occupancy rates.
- Oversee contract management with local authorities and external bodies, ensuring compliance with reporting and funding requirements.

Safeguarding and risk management

- Implement robust safeguarding systems, ensuring swift reporting, investigation, and resolution of incidents.
- Proactively identify and mitigate risks, maintaining a safe and compliant environment for people supported and employees • Cultivate a “safe to challenge” culture, empowering staff to raise concerns and drive a safety first approach.

Cultural leadership and transformation

- Embed co-production principles, ensuring people we support, families, and carers actively shape delivery.
- Adapt and develop settings to align with changing needs and expectations of those supported.
- Influence and shape social care market development, ensuring services remain responsive, person-centred, and sustainable

Key Relationships

- Regional Manager
- Nominated Individual
- CQC Inspectors
- Associate Director of Operations
- Registered Managers Network
- Deputy Managers
- Employees
- People supported by Brandon
- External stakeholders, including Local Authorities, families, and advocate

Skills and behaviours you need for this role

CORE SKILLS

Skill	Level required for role					What this means
Data Literacy						People at this level design data processes and use advanced analysis to improve decision-making and workforce planning.
Digital Skills						People at this level choose and develop digital tools, promote secure working practices, and support innovation across their teams.
Governance and Compliance						People at this level lead governance and compliance activity, making sure good practice is followed in everyday operations.
Financial Awareness						People at this level lead financial planning and support responsible budget management. They make sure money is used wisely and in line with organisational goals.
Health and Safety						People at this level lead health and safety activities, ensuring good practice, risk control, and a positive wellbeing culture.
Inclusion						People at this level embed inclusive practice into planning, decision-making, and team culture. They help create spaces where everyone can contribute and feel valued.

SPECIALIST SKILLS

Skill	Level required for role				What this means
Safeguarding					People at this level can apply their knowledge of safeguarding effectively in practice. They take immediate action and provide support when a concern arises.
Person Centered Practice					People at this level consistently apply person-centred principles in their practice. They ensure that care is genuinely reflective of the individual's choices, needs, and goal
Mental Capacity					People at this level can apply their knowledge of mental capacity in practice. They can assess capacity, document findings, and make decisions in accordance with the Mental Capacity Act.
Restrictive Practices/DoLS					People at this level apply their knowledge of restrictive practices and DoLS in practice. They assess, document, and manage situations where restrictive practices may be required and understand the legal processes for authorising deprivation of liberty.
Managing Partnerships					People at this level can actively manage and lead partnerships. They are able to coordinate activities, build relationships, and ensure that care plans and support are tailored to meet individual needs in a collaborative way.
Duty Of Care					People at this level are able to apply their understanding of duty of care effectively in practice, balancing the needs of individuals with the legal and organisational responsibilities they have.
Compliance and Recording					People at this level consistently apply compliance standards and recording procedures in their day-to-day practice. They take an active role in ensuring their work aligns with regulatory and organisational requirements

BEHAVIOURS - VALUES

Behaviour	Level required for role					What this means
Equip						People at this level manage preparation and consistency with confidence. They support others in adopting effective practices and ensure that tools and information are accessible and reliable.
Involve						People at this level consistently involve and engage others, creating an environment where collaboration, inclusion, and shared decision-making are the norm.
Support						People at this level actively support, advocate for, and empower others. They help create a workplace where people feel valued, included, and confident in their abilities.
Recognise						People at this level consistently demonstrate excellent listening, communication, and responsiveness, ensuring clarity in all interactions.
Challenge						People at this level proactively take ownership, embrace change, and encourage innovation in their teams and work.

COMPETENCIES

Behaviour	Level required for role				What this means
Coaching and Mentoring					People at this level use coaching and mentoring as part of their leadership approach. They help build strong performance, support career growth, and improve team engagement.
Team Building					People at this level lead high-performing teams by strengthening collaboration, supporting team development, and building strategies that help teams work well together.
Performance Management					People at this level build a performance-focused culture. They provide structured support, address underperformance early, and help employees achieve their best work.
Employee Engagement					People at this level design and lead engagement approaches that build motivation, strengthen trust, and support high team performance.
Workforce Planning and Development					People at this level lead workforce planning and development. They help ensure the organisation has the right skills and talent for the future
Conflict Resolution					People at this level handle complex conflicts, support others to resolve disagreements, and help create a workplace culture where issues are dealt with constructively.
Inclusive Leadership					People at this level integrate EDI principles into leadership and team management. They help create a culture where everyone feels respected, valued, and supported.
Empowerment and Delegation					People at this level use empowerment and delegation strategically to build strong teams, support development, and improve performance
Psychological Safety and Wellbeing					People at this level design, lead, and support wellbeing and psychological safety initiatives. They help create a workplace where employees feel safe, respected, and supported

