**Regional Manager**

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.

Responsibilities include:

* 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.

**Safeguarding Children**

Safeguarding Children is central to all that By the Bridge does. The Regional Manager is responsible, alongside the Head of Safeguarding for ensuring that Regional staff and foster parents are aware of and adhere to the safeguarding policies and procedures of By the Bridge. Regional Managers are responsible for bringing to the Head of Safeguarding’s attention any cases where the procedure is not being adhered to. The Regional Manager alongside the Head of Safeguarding will ensure that all safeguarding incidents reported within the Region are managed in accordance with By the Bridge’s procedures.

Regional Managers will be required to undertake mandatory online and taught safeguarding training within their induction period. This training will include Designated Officer Training.

**Working Relationships**

* 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 organisational Fostering Management team and the Group Management team, meetings for the former held regionally and the latter in Kent.
* 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

**Development**

By the Bridge is committed to developing its staff and would encourage the post holder to continue their professional development.

**Person Specification**

* Qualified as a social worker
* Therapeutic qualifications or experience/fostering experience
* Experience of people/team management
* Ability to recognise, 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 prioritise/multitask
* Ability to recognise 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.
* Holder of full driving licence