

OUTLOOK CARE

Home Manager (Nurse Qualified) – Foxburrow Grange DRAFT

Role title	Home Manager (Nurse Qualified)
Location	Foxburrow Grange – Colchester
Reporting to	Director of Nursing & Older People's Services
Responsible for	Responsible for overall leadership and management of Foxburrow Grange

Role purpose
Reporting to the Director of Nursing and Older People's Services, the Home Manager will be the Registered Manager with CQC and be responsible for the overall leadership and management of Foxburrow Grange, ensuring the home provides high-quality care and support to all our residents, visionary leadership to our workforce whilst meeting financial targets and maintaining regulatory compliance in line with the health and Social Care Act..

Key Outcomes Required from the post
The Home Manager will be responsible for: • Ensuring the delivery of high-quality, person-centred standards of care to our residents in line with Outlook Care values • Demonstrate an ongoing visible presence within the service and work collaboratively with other Outlook Care teams and services • Successfully lead the Foxburrow Grange management team to meet operational requirements whilst delivering financial compliance • Oversee the referral process ensuring the maximisation of all leads from both private and Local Authority funders • Ensure service delivery meets the requirements of the contract, regulatory requirements as set out by the Care Quality Commission (CQC), and Outlook Care's policies and procedures including a being able to evidence quality care through the CQC's Single Assessment Framework requirements. • Work proactively and in close partnership with the Associate Director of Nursing & Quality and Director of Commercial Services to continuously improve service delivery for customers. • Support Foxburrow Grange management team to ensure that services are fully resourced through effective and efficient recruitment and deployment minimising the use of agency workers. • Support the Clinical Lead to recruit, retain, develop and lead the Nursing and Care staff team ensuring that the Nursing team fully understand and operate to the NMC Code of Professional Practice. • Develop, support and coach managers to improve their leadership and management skills including financial and budgetary planning.

- Oversee the auditing process for the home and use technology to monitor progress and action plans.
- Effective communication with customers, staff, commissioning teams and other stakeholders demonstrating positive and sustainable relationships.
- Oversee and manage Safe reporting to CQC, Safeguarding and other regulatory bodies
- Complete monthly Quality and governance reviews of clinical KPI's with the Clinical Lead
- Lead and support with learning lessons within the Home
- Have an effective working relationship with safeguarding teams, ICB nurse and PAMMS teams to promote collaborative working
- Oversee the review and development clinical practice in the area of end of life care by continuing to work with the local hospices and ICB's ensuring learning is including in relevant training plans
- Oversee the continuing development of our approach to end of life care
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Person specification	
Experience, Qualifications and Specific Knowledge	Essential: • Previous experience of successful management of a large nursing home • Experienced nurse with current NMC pin Number • Experience of working with older people • Experience of working with people with cognitive impairment • Experience of managing a team/leadership skills • Experience of working within a multidisciplinary team • Experience of care of people with long term conditions e.g. neurological, stroke, heart disease, depression and arthritis • Experience of care home environment • Knowledge of CQC requirements /Single assessment framework Desirable: • Experience of successful delivery of NMC Preceptorship programmes • Clinical supervision skills
Other role specific requirements	• Undertake other duties as may be reasonably required by the organisation • Committed to continuing professional development • A car driver with vehicle available to use for work or evidence of being able to travel independently to other locations if required • Work in accordance with Outlook Care values at all times