



Bright Futures

**Registered Manager (Adults)
Job Information Pack**



Your Bright Future Starts Here

At Bright Futures, we're a leading provider of high-quality, community-based care, support and education for children and adults with a diagnosis of autism, learning disabilities and associated complex needs.

We are outcomes-focused in everything we do. Facilitating meaningful outcomes is central to our approach, ensuring that our support and education are genuinely person-centred, purposeful and shaped around what matters most to each individual.

Here you'll join a career with purpose, one where you will be making a difference to the lives of people with autism and learning disabilities.

This pack aims to support you in your application to join our team and share what to expect from a career with us.

Key Role Information

Role: Registered Manager

Salary: £43,442 - £47,372

Hours: Our full-time hours are based on 37.5 hours per week.

Experience: NVQ Level 3 in Health and Social Care alongside relevant experience as a manager.

Support and Training: We offer a comprehensive training and development offer aimed at supporting you in your role right from day one. You'll have access to a range of face-to-face training and e-learning to give you the tools and resources to thrive.



Your Career as a Registered Manager

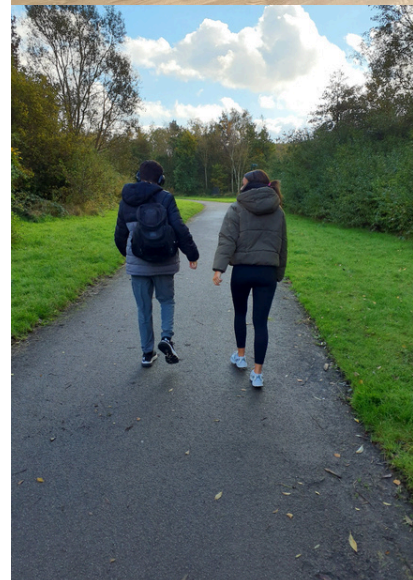
As a Registered Manager, you'll lead a team of care professionals, fostering a strong safeguarding culture, and ensure our high standards are upheld. You'll develop and motivate a high-performing team that champion the potential of those that live in your home, advocating for them and ensuring that they are achieving great outcomes to get the most out of life.

You'll strive for continuous improvement and be an ambassador for our company values and behaviours.

You'll do more than provide care – you'll be a mentor, advocate, and source of encouragement, helping the people you support to achieve the best outcomes.

At Bright Futures, our support is informed by positive behaviour support, trauma-informed practice, and person-centred approaches, enabling you to create a calm, safe, and nurturing environment where people feel valued, listened to, and supported to achieve meaningful outcomes.

Support is underpinned by clear structures, and a strong values-led approach that promotes stability and reassurance.



Hear from our people

Scan to hear from our wonderful colleagues on their career journeys and what a typical day in the life looks like.



Responsibilities

What you'll be doing:

- You will lead the running of your home, embedding a strong and positive safeguarding culture, taking responsibility for decision making.
- Assist Senior Managers in individual service development planning, and wider planning. And lead the implementation of these plans in their designated workplace
- Lead the ongoing development of the home, including standards and policy guidance. Keeping up to date on legislative and good policy requirements.
- Take an active role in the recruitment and induction of new team members within your home.
- Respond to the formal recommendations and enforcement requirements of Inspectorates including Ofsted, CQC and The Health & Safety Executive
- Acting as a role model, coach and mentor to team members, sharing your knowledge and supporting others to grow.
- Actively promote collaborative working and teamwork through cooperation - leading a positive team spirit.

Why your role matters:

This isn't just a job. As a Registered Manager you'll join a career with purpose, an opportunity to lead a team, setting the standard for care and support, creating an environment where people and teams can thrive.



Benefits and Rewards



Our people are at the heart of everything we do.

That's why we've built a benefits package that goes beyond expectations within the social care sector. We understand that when life runs smoothly outside of work, you can truly thrive.



Scan the QR code to explore the full range of benefits available to you.

Your Benefits Package



- 6 weeks holiday per year with the opportunity to increase this to 7 weeks as part of our Enhanced Holiday Entitlement for length of service.
- Simply Health Cashback offering discounts and cashback on a range of health-related spending including the dentist, prescriptions, eye care, physio, and wellbeing.
- Access to discounts via a Blue Light Discount Card.
- Top-up your pension via our Salary Exchange Pension Scheme.
- Discounts on bike equipment as part of our Cycle to Work Scheme.
- Life Assurance Policy of 2x your salary.
- Meals provided at work.
- Bright Stars bonus scheme & Employee of the Month awards.
- Care Friends referral rewards up to £2,000.
- Access to our training and development platform to enhance your skills, uplift your learning, and empower you to thrive.
- Salary Sacrifice Electric Vehicle (EV) Scheme.
- Discretionary bonus scheme.



Supporting Your Interview Journey

At Bright Futures, we don't just recruit for skills – we recruit for shared values. Everything we do is guided by our values, they are what put the 'Bright' in Bright Futures.

We're not looking for "perfect" answers. We're looking for real experiences, honest reflections and a genuine commitment to our purpose.

What is a competency-based interview?

It's a conversation about your experiences. We'll ask you to share examples of times when you've demonstrated skills or behaviours that matter in the role you're applying for.

This approach helps us understand:

- How you work with others
- How you respond to challenges
- How you make decisions
- How you support and influence those around you

Most importantly, it helps us see how you bring our values to life in everyday situations.

How to prepare

A little preparation can help you feel confident and ready to share your experiences.

Before your interview:

- Review the job description and advert carefully
- Think about examples from your recent experience (ideally within the last 12-18 months)
- Reflect on how your examples demonstrate our values and behaviours





What competencies we focus on

Depending on the role, we may explore areas such as:

- Teamwork
- Decision making
- Communication
- Leadership
- Resilience and tenacity
- Problem solving
- Planning and organisation
- Influencing and negotiating
- Quality focus

These aren't just "skills" – they're the behaviours that help us provide safe, high-quality support and specialist education.

What kind of questions will I be asked?

You may be asked something like:

"Can you tell us about a time you worked as part of a team to achieve a positive outcome?"

When answering, take us through:

- What the situation was
- The part you played
- What actions you took
- What the outcome was
- What you learned

We're especially interested in your contribution and your reflection – what it meant, what impact it had, and how it connects to the role you're applying for.

Structuring your answers: The STAR method

A helpful way to structure your responses is the STAR approach:

S

Situation

Set the scene.
What was happening

T

Task

What were you
responsible for?

A

Action

What did you do? How
did you approach it?

R

Result

What was the
outcome? What did
you achieve or learn?



Training and Development Pathways

Build a career you're proud of.

We'll set you up for success right from day one. Our strong induction programme leads on to our dedicated learning and development pathways

If you're looking for more than just a job - here you'll find a career with purpose, progression, and a shared commitment to making a difference.

Your Training and Development Pathway





Got a question?
Get in touch

Email: Recruitment@brightfuturescare.co.uk

Tel: 01925 759 162

Careers Page: www.brightfuturescare.co.uk/careers