



RECRUITMENT PACK

Person Specifications

Inkfish Care UK Ltd

- ROLE 01** Registered Manager
- ROLE 02** Deputy Manager
- ROLE 03** Senior Residential Support Worker
- ROLE 04** Residential Support Worker

SEPTEMBER 2026



ROLE 01

Registered Manager

Person specification

Essential qualifications and experience

- Meets the experience requirements applicable to a Registered Manager under Regulation 28.
- Level 5 Diploma in Leadership and Management for Residential Childcare (England), accepted equivalent, or ability to attain the required qualification within the applicable regulatory period.
- Significant experience in children's residential care with leadership or management responsibility.
- Strong knowledge of safeguarding, Children's Homes Regulations 2015, Quality Standards and Ofsted requirements.
- Experience of care planning, risk assessment, staff supervision/development, performance management, quality assurance and multi-agency working.
- Experience supporting children with complex emotional and behavioural needs, including trauma and attachment-related needs.
- Strong written communication, recording and report-writing capability.
- Ability to manage resources and staffing responsibly.
- Full UK driving licence and ability to travel as the role requires.

Desirable experience

- Previous Registered Manager experience.
- Experience opening or developing a new children's home.
- Experience supporting Ofsted registration.
- Experience leading more than one home or service.
- Experience of, or familiarity with, a dual-registration operating model.
- Experience of developing a permanent staffing model that reduces reliance on agency while maintaining safe staffing.

How we expect you to lead

CHARACTERISTIC	WHAT WE ARE LOOKING FOR
Curiosity	You seek to understand before judging and encourage the same in your team.
Regulation	You can remain thoughtful and make sound decisions when pressure is high.
Warmth	You are human and emotionally available without losing professional boundaries.
Consistency	People know what to expect from you. You keep commitments and apply standards fairly.
Courage	You speak up, challenge unsafe practice and can make difficult decisions.
Reflection	You can examine your own contribution, learn and change course.
Boundaries	You understand authority, confidentiality and professional responsibility.
Humility	You ask for help, use expertise around you and do not need to be the hero.
Repair	You understand that relationships can recover after difficult moments.

Safer recruitment

Appointment is subject to Inkfish Care's safer recruitment process, including the required identity, enhanced DBS, references, employment history and gap explanations, qualification verification, right-to-work and other applicable suitability checks.



ROLE 02

Deputy Manager

Person specification

Essential

- Level 3 Diploma for Residential Childcare (England), or an accepted equivalent, held on appointment for this Deputy role.
- Commitment to achieve the Level 4 Diploma within two years of appointment, which is an Inkfish requirement above the minimum qualification requirement described in the Compass House Statement of Purpose.
- Experience working in children's residential care.
- Experience in a senior, supervisory or leadership capacity.
- Experience supporting children with complex needs.
- Strong safeguarding and child-protection knowledge.
- Working knowledge of the Children's Homes Regulations 2015 and Quality Standards.
- Experience with care plans, risk assessments, behaviour support and accurate recording.
- Ability to supervise/support staff, give constructive feedback and challenge poor practice.
- Ability to remain calm and make sound decisions under pressure.
- Strong verbal and written communication.
- Full UK driving licence and ability to meet the travel requirements of the role.

Desirable

- Previous Deputy Manager experience.
- Level 4 or Level 5 leadership/management qualification.
- Experience supporting Ofsted inspections or registration activity.
- Experience in a new or developing children's home.
- Experience working across more than one service.

How we expect you to work

CHARACTERISTIC	EVIDENCE WE WANT TO SEE
Curiosity	You wonder what may sit behind a child's behaviour before jumping to judgement.
Regulation	You can stay calm enough to think when emotions are high.
Warmth	Children and colleagues experience you as approachable and respectful.
Consistency	You follow through and help create predictable care.
Courage	You will challenge poor or unsafe practice, including upwards.
Reflection	You can recognise when your own response contributed to a situation.
Boundaries	You can be close and caring without becoming blurred or over-involved.
Humility	You know when to seek support and can learn from people around you.
Repair	You know what to do after an interaction has gone badly.

Safer recruitment

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ROLE03

Senior Residential Support Worker

Person specification

Essential

- Level 3 Diploma for Residential Childcare (England), or an accepted equivalent, held on appointment in line with the Compass House staffing model.
- Relevant experience working with children or young people, with children's residential care experience strongly expected for this shift-leading role.
- Evidence that you can take responsibility, organise a shift and make safe decisions under pressure.
- Strong safeguarding and child-protection understanding.
- Ability to build trusting relationships while maintaining professional boundaries.
- Ability to write clear, factual and respectful records and reports.
- Ability to understand and follow care plans, risk assessments and agreed support strategies.
- Ability to guide, support and appropriately challenge colleagues.
- Ability to work the required rota including weekends, bank holidays and sleep-ins.
- Full UK driving licence if this post requires driving (stated in the advert); otherwise desirable.

Desirable

- At least one year's experience in a children's residential home.
- Previous Senior, Team Leader or shift-lead experience.
- Experience of PACE, DDP-informed, trauma-responsive or attachment-aware practice.
- Experience contributing to placement plans, risk assessments, key work and professional meetings.
- Experience mentoring or supporting less-experienced colleagues.
- Experience supporting children with emotional and behavioural difficulties.

How we expect you to work

CHARACTERISTIC	WHAT GOOD EVIDENCE LOOKS LIKE
Curiosity	You ask what may be happening for the child before deciding what their behaviour 'means'.
Regulation	You can keep enough control of your own emotions to lead a difficult shift safely.
Warmth	You are approachable, interested and human without becoming over-familiar.
Consistency	You follow through, keep boundaries predictable and do what you said you would do.
Courage	You challenge unsafe or poor practice and escalate safeguarding concerns.
Reflection	You can recognise when your own response did not help and learn from it.
Boundaries	You understand confidentiality, authority, relationships and the limits of your role.
Humility	You ask for help and use the knowledge of the child, colleagues and professionals around you.
Repair	After conflict, you help restore safety and relationship rather than using withdrawal or punishment.

Safer recruitment

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ROLE04

Residential Support Worker

Person specification

Essential

- A genuine interest in working with children and an ability to explain why this work matters to you.
- Ability to build warm, appropriate relationships while maintaining professional boundaries.
- Patience and the ability to remain thoughtful when a child is distressed, angry or rejecting support.
- Willingness to work the required rota including weekends, bank holidays and sleep-ins.
- Ability to communicate clearly and complete accurate written records.
- Ability to follow care plans, risk assessments, safeguarding procedures and management direction.
- Willingness to receive feedback, reflect and change your practice.
- Willingness to undertake and achieve the Level 3 Diploma for Residential Childcare within the applicable regulatory period if you do not already hold an accepted qualification.
- Full UK driving licence if this post requires driving (stated in the advert); otherwise desirable.
- Ability to meet Inkfish safer-recruitment and suitability requirements.

Desirable, not a reason to close the door

- Previous experience with children or young people in residential care, education, youth work, family support, fostering, SEND, mental-health support or another relevant setting.
- Level 3 Diploma for Residential Childcare or accepted equivalent.
- Understanding of trauma, attachment, PACE or relationship-based practice.
- Experience supporting emotional regulation, behaviour that challenges or complex needs.
- Experience of accurate care recording or professional report writing.

How we expect you to work

CHARACTERISTIC	WHAT WE WANT TO SEE
Curiosity	You wonder what is going on for someone instead of immediately labelling them.
Regulation	You can pause rather than react when somebody is angry with you.
Warmth	You can show genuine interest, kindness and humour appropriately.
Consistency	You understand why keeping small promises matters.
Courage	You will tell somebody if you think a child may be unsafe.
Reflection	You can hear feedback without needing to defend everything you did.
Boundaries	You can care deeply without making the relationship about you.
Humility	You are comfortable saying 'I don't know' and asking for help.
Repair	You do not treat a difficult interaction as the end of the relationship.

Safer recruitment

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