

Job Description: Registered Manager

Location: Basingstoke, Hampshire (with travel to other sites as required)

Salary: £43,742 - £55,000 per annum (dependent on experience)

Job Type: Full-time, Permanent

Lead Our Quality and Care at Versita Care Ltd

Versita Care Ltd is a dynamic and growing provider of specialist supported living services for adults with learning disability, mental health / complex needs. We're seeking an experienced and dedicated Registered Manager to lead our services, uphold our commitment to outstanding care, and drive continuous improvement across our supported living properties.

If you're a compassionate leader with a proven track record in CQC-regulated services and a passion for mental health care, this is your opportunity to make a real difference.

About the Role

As our Registered Manager, you will be the CQC-registered individual responsible for the day-to-day leadership and management of our supported living services. You'll ensure the delivery of high-quality, person-centred care that promotes independence, wellbeing, and recovery for the people we support.

Key Responsibilities

Leadership & Service Excellence

- Provide strong, supportive leadership to our team of Managers, Deputy Managers, and support staff
- Foster a positive, collaborative culture that empowers both staff and the people we support
- Ensure the service operates in full compliance with CQC fundamental standards and all relevant legislation
- Lead by example, promoting our values of respect, dignity, and inclusion throughout the service

Quality & Compliance

- Act as the registered individual with CQC, maintaining all legal responsibilities and ensuring the service is always inspection-ready
- Develop, implement, and monitor robust quality assurance systems to drive continuous improvement
- Lead all CQC inspections and registration applications for new services
- Ensure safeguarding processes are effectively implemented and all concerns are appropriately managed

Operational Management

- Oversee the effective management of all supported living properties, ensuring they are safe and well-maintained
- Manage resources efficiently to meet the needs of the people we support
- Ensure staff are deployed effectively across all services
- Maintain high standards of record-keeping and documentation

Staff Development & Management

- Lead the recruitment, induction, and ongoing development of your team
- Conduct regular supervisions, appraisals, and performance management
- Ensure all staff receive appropriate training and professional development opportunities
- Manage any performance issues effectively and supportively

What We're Looking For

Essential Requirements

- Level 5 Diploma in Leadership for Health and Social Care (or equivalent qualification that meets CQC requirements)
- Minimum of 2 years' experience as a Registered Manager or Deputy Manager in a CQC-regulated service
- Proven experience of successfully leading a service through CQC inspection
- In-depth knowledge of the Health and Social Care Act 2008 and CQC fundamental standards
- Experience in supported living services, preferably with mental health expertise
- Strong leadership skills with experience managing teams

Desirable Experience

- Experience working with adults with mental health conditions
- Knowledge of Ofsted requirements for supporting young adults
- Experience with service development or setting up new services
- Qualification or training in mental health care

Skills & Personal Qualities

- Exceptional leadership and people management skills
- Outstanding communication and relationship-building abilities
- Strong organisational skills with ability to prioritise complex workloads
- Solution-focused with excellent problem-solving skills
- High level of personal integrity and professionalism

- Committed to person-centred care and continuous improvement
- Resilient and adaptable in a challenging but rewarding environment

Our Technology & Systems

You'll work with our comprehensive technology suite including:

- **PredicAire** care management system for care planning and monitoring
- **QCS & Croner-i** for policies, procedures, and regulatory compliance
- **Care Skills Academy** for training and development management
- **BrightHR** for staff rotas, HR management, and performance tracking

What We Offer

- **Competitive salary** (£45,000 - £55,000) based on experience
- **Comprehensive induction** and ongoing professional development
- **Supportive working environment** with regular supervision
- **Company pension** scheme
- **28 days annual leave** (including bank holidays)
- **Professional fees** paid (where required for role)
- **Career progression** opportunities in a growing organisation
- **Employee Assistance Programme** for health and wellbeing support
- **Company mobile phone** and laptop

How to Apply

If you have the experience, skills, and passion to lead our services to outstanding, we would love to hear from you. Please submit your CV and a covering letter detailing your experience and why you're the right person for this role to info@versitacare.co.uk

Application deadline: 30th November 2025

Expected start date: January 2026

Versita Care Ltd is an equal opportunities employer and welcomes applications from all suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation or age.

This post is subject to an enhanced DBS check and satisfactory references. Registration with CQC will be a condition of employment.

No agencies please.