



Job Description

Job Title: Head of Care Quality, Compliance and Governance **Hours:** 40 hours per week
Reporting to: Managing Director **Base:** Remote/Central Support Office/Home level

Job Purpose

To lead quality, compliance and governance across Principle Care Homes, ensuring the highest standards of care, safety and resident experience whilst creating the structures, policies and processes that support Outstanding-rated services and our vision of creating a world where everyone feels special.

Responsible for:	Person Specification
<p>Quality, Compliance & Governance</p> <ul style="list-style-type: none"> • Lead and continuously develop Principle Care Homes' Quality, Compliance and Governance Framework. • Develop, maintain and oversee all policies, procedures and governance systems that support safe, effective and outstanding care. • Ensure compliance with all relevant legislation, regulation and professional standards. • Lead quality assurance, audit and improvement programmes across the group, ensuring lessons learned are embedded and actions are completed. • Provide expert advice on complaints, safeguarding concerns, serious incidents, Coroner referrals and regulatory matters. • Act as the organisation's lead contact with regulators and professional bodies, including the CQC and NMC. <p>Care & Clinical Excellence</p> <ul style="list-style-type: none"> • Lead Principle Care Homes' Care and Clinical Excellence Strategy. • Support homes to achieve and sustain the highest standards of care, safety and resident outcomes. • Provide clinical leadership and guidance to operational teams and support the implementation of best practice alongside the operations team. 	<p>Essential Qualifications</p> <ul style="list-style-type: none"> • Registered Nurse with unrestricted and active PIN • OR minimum 5 years of experience in a role designing and implementing quality assurance frameworks • Full UK driving licence and willingness to drive to sites within the group. <p>Proven Experience in the following areas</p> <ul style="list-style-type: none"> • Proven experience in a senior quality, governance, compliance, clinical or operational leadership role within adult social care. • Proven experience of supporting services through CQC inspections and achieving Outstanding outcomes. <p>Skills and knowledge</p> <ul style="list-style-type: none"> • Strong knowledge of CQC regulations, governance,

<ul style="list-style-type: none"> • Oversee clinical governance, nurse competency frameworks and clinical development programmes. • Promote innovation, evidence-based practice and continuous improvement across all services. <p>CQC & Regulatory Excellence</p> <ul style="list-style-type: none"> • Develop the systems, structures and evidence frameworks required to support Outstanding-rated services. • Lead organisational readiness for inspections and support homes through regulatory engagement. • Monitor regulatory developments and ensure timely implementation across the Group. <p>Leadership & Operational Support</p> <ul style="list-style-type: none"> • Provide leadership, coaching and support to Home Managers and operational teams. • Support homes during periods of operational challenge, commissioning, manager absence or service mobilisation. • Line manage team members within the Quality and Governance function as the organisation grows. • Provide assurance, analysis and recommendations to the Executive Team and Board. <p>Health, Safety & Risk</p> <ul style="list-style-type: none"> • Oversee organisational risk, safeguarding, incidents and governance relating to resident safety. • Lead health and safety across the group. • Promote safe working practices and support business continuity and emergency preparedness. • Ensure confidentiality, information governance and data protection requirements are maintained. <p>Professional Responsibilities</p> <ul style="list-style-type: none"> • Maintain professional competence, registration and continuing professional development. • Represent Principle Care Homes externally, promoting excellence in care quality and clinical practice. 	<p>safeguarding and clinical risk management.</p> <ul style="list-style-type: none"> • Ability to analyse data, identify trends and drive quality improvement. • Excellent leadership, influencing and stakeholder management skills.
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| <ul style="list-style-type: none">• Undertake any other duties reasonably required to support the success of the organisation. | |
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<p>Success in this role will be demonstrated by the creation of robust, scalable and Outstanding-rated quality, compliance and governance frameworks that enables every Principle Care Homes service to deliver exceptional care, achieve excellent regulatory outcomes and create a world where everyone feels special.</p>
