



<https://hmt-uk.org/job/unit-manager-full-time/>

## Unit Manager (Full Time)

### Description

**Norden House** is a beautifully designed, newly opened care home currently welcoming new residents and building a dedicated team. We are seeking a compassionate, organised, and dynamic **Unit Manager (Full Time)** to lead the development, onboarding, and integration of our new care team during this critical start-up period. This 6–9 month contracted role is central to achieving our commercial and quality aims and is an opportunity to shape a high-performing care culture from the ground up.

For the initial 6–9 months, this role will be **fully supernumerary**, focused on coaching and stabilising the team. Thereafter, it is expected that you will begin working regular shifts as part of the unit's care delivery. The specific balance of responsibilities will be discussed and finalised at the appropriate time. As the service evolves, **flexibility will be essential**, and the role may adapt to meet the changing needs of the home.

### Responsibilities

- Lead the recruitment, onboarding, and induction of the care team in partnership with HR and the Area Manager.
- Coach, mentor, and assess the new team during their probationary period, offering direct feedback and identifying development needs.
- Oversee the delivery of social and personal care, periodically working hands-on to model best practices and reinforce standards.
- Monitor and evaluate team performance, supporting learning targets and ensuring alignment with HMT's quality framework.
- Maintain a strong presence across shift patterns to observe practice, provide support, and embed organisational values.
- Collaborate with colleagues to ensure that all new staff are integrated effectively into daily operations and the resident experience.

### Qualifications

- A registered nurse (NMC registered) with experience in residential or nursing care settings.
- Strong leadership qualities with the ability to motivate and mentor a diverse team.
- Excellent communication and interpersonal skills.
- A commitment to promoting dignity, respect, and wellbeing in every interaction.
- Proven ability to manage performance, drive quality outcomes, and lead by example.
- Confident in managing recruitment, induction, and probation processes.
- Comfortable adapting to evolving responsibilities in a dynamic care environment.

### Job Benefits

### Hiring organization

Healthcare Management Trust

### Employment Type

Full-time

### Beginning of employment

To be confirmed

### Duration of employment

Permanent

### Industry

Healthcare

### Job Location

Norden House Residential Care Home, Crookthorn Lane, Climping,, BN17 5SN, Littlehampton, West Sussex, United Kingdom

### Working Hours

To be arranged

### Base Salary

£ 23.62

### Date posted

April 29, 2025

### Valid through

09.05.2025

- Cycle to work scheme
- Free parking
- Referral programme
- Maternity pay
- you may be eligible for a “Blue Light Discount Card”.

**Contacts**

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