

Web Text

Simeon Care

General Manager

£45,000 - £48,000

Permanent and Full-Time

Aberdeen



Since 1984, Simeon Care has supported older people to live an active, meaningful and purposeful life in a community of care. Simeon is located in the beautiful grounds of Cairnlee Estate in Bieldside, Aberdeen, and is home to 23 residents. This small scale home creates a sense of security, intimacy and a homely environment for residents and Simeon offer a care model that can adapt to meet their physical, social, mental and spiritual needs

Simeon Care aspires to be a high-quality nursing care home where residents and their families have a sense of security knowing that this will be their home for the rest of their life due to the provision of palliative and end of life care. The staff and volunteers at Simeon work together to create a loving community of care and help make the last years of life rich, joyful and rewarding.

Simeon Care is registered with the Scottish Care Inspectorate and is consistently awarded high-quality grades. They are one of the independent charities who are part of the worldwide Camphill Movement and one of seven Camphill charities in Aberdeen and Aberdeenshire. Camphill is a worldwide movement with over 100 independent charities (often referred to as 'communities') supporting individuals with additional support needs to lead meaningful lives and to reach their fullest potential.

Simeon is unique as it is the only Camphill Community in the UK founded to provide companionship, personal and nursing care to older people. It is a therapeutic home and community-run in a deliberately informal way that encourages social interaction, rehabilitation, wholeness, well-being and safety. At Simeon and across all Camphill communities, everyone is appreciated for who they are, their unique personality and the special qualities they bring to community life.

Around 5 years' ago, the incredible new Simeon Care facility was opened and had enhanced provision to the elderly and a boosted capacity. The new Care Home consisted of 23 ensuite bedrooms with dementia-friendly features in an energy-efficient building. On the beautiful grounds is the Golden Garden which provides a therapeutic haven for residents and was designed by Dr Garuth Chalfont, an expert in the design, research and use of healing gardens, landscaping and dementia-friendly spaces.

Simeon Care is a special and unique home for older people. The General Manager is the senior post holder and responsible for the safe and effective management of the Care Home. As General Manager, you will provide leadership across the multi-disciplinary teams of staff and volunteers and management of all staff team leaders, including nursing, care and support, kitchen facilities and administration. This will include supervising, supporting, challenging and appraising staff and you will empower and encourage the staff in their roles and identify training requirements to help them develop professionally.

As General Manager, you will ensure the special and unique quality of care and services Simeon provide is maintained through the delivery of quality in all aspects of the organisation. It's important to note, Simeon is not just run as a business, high-quality and delivery of services is essential. You will provide leadership across the organisation so it will thrive and develop as a Camphill Home for older people. You will ensure agreed budget income and expenditure is met and reported to the Board of Trustees, as well as undertaking any other reporting exercises required by the Board and other external bodies/agencies. As General Manager, you must maximise resident occupancy levels and satisfaction levels to ensure a happy and healthy environment, and act as a custodian of the Simeon values and ethos

To apply for the role of General Manager at Simeon, you must have a minimum of 3 years' management experience (including direct line management), hold a practice qualification (eg health or social care degree) and a management qualification (SVQ 4 care services leadership and management or equivalent). The nature of this role requires that you have excellent time management skills, are highly organised and confident in managing a broad range of responsibilities and priorities. You must have a sound knowledge of the care sector and be committed to the aim, vision and ethos of both Simeon Care and Camphill. This role requires a strong relationship-builder who demonstrates compassion, care, empathy and understanding. You will be a strong and assured leader who is experienced in managing and motivating multi-disciplinary teams. Excellent verbal and written communication skills are required for this role and you must be comfortable managing a budget and dealing with sensitive financial information. Experience reporting to and working closely with a Board of Trustees is also required.

Before applying, contemplate whether you truly empathise with the aims, values and vision of Simeon Care and the global Camphill movement. You must be passionate about upholding the dignity and driven to deliver care with compassion, empathy, courage and commitment.

How to apply

Please email us at recruitment@brucetaitassociates.com or call us on 01786 542 224 to request an information pack, full job description and person specification.

You are advised to get in touch well in advance of the closing date to give us time to consider your application and pre-interview the strongest applicants.

Closing Date:

Midday, Monday 18th January 2021

Interview Date:

Thursday 28th January 2021

This search is being conducted exclusively for Simeon Care by BTA (Bruce Tait Associates). Our leadership team have all worked in the voluntary sector and we use this experience to match organisations and individuals to create great appointments.