

Are you a dynamic and transformational leader looking for a unique role?



# Welcome

## **I'm glad to take this opportunity to introduce you to Oasis and specifically to Oasis Restore – the UK's first Secure School.**

I founded Oasis over 35 years ago, and since then we've grown to become one of the largest charities in the UK. Oasis is a wonderful team of highly talented and deeply committed people working together to provide housing, education, healthcare, youth and family support, as well as countless other community-building initiatives around the country.

Day after day this work brings me face-to-face with a stark reality. Our national systems – of welfare, health, education, housing etc. – are failing the most vulnerable young people who, as a result, all too frequently find themselves caught in a persistent loop of exclusion that defines their future and inhibits their life chances.

That's why I'm passionate about Oasis Restore, and equally about working in partnership with the government, NHS England and Improvement and a range of other partners across the charitable and public sector to bring about much needed radical change.

With a vision focused on restoration rather than retribution and creating a safe environment with a holistic approach to education, care and health, this unique project is at the very forefront of a long-awaited revolution in youth justice. The secure school places therapeutic, integrated and bespoke support for children, along with pathways for successful transition at the very heart of the youth secure estate for the first time. By doing so, we will enable young people to make different choices and lead positive, productive lives.

All this is why we're now seeking to appoint an exceptional leader to join us on the journey to realise this vision; someone who will bring their values, passion, character, expertise, networks and drive to lead Oasis Restore."

Your task will be to recruit, lead and develop an incredible team of colleagues, at the same time as enjoying the benefit of drawing on Oasis' experience built across the years in education, housing and youth work, with support from our national leadership teams.

Within this brochure you'll find more about Oasis, our vision for Oasis Restore and, most importantly, about the role of Principal Director Designate.

I hope that, like me, you will be inspired by the opportunities and challenges that the secure school offers – especially at such an unprecedented time for us as a society – and want to join us.

I'd be delighted to speak with you more about the project and invite you to join our webinar on **22nd October from 5.30 to 7.00pm** – about which you can find further information in the How to Apply section.

We look forward to receiving your application.

Kind regards,

**Steve Chalke**

Oasis Founder and Leader





## Overview

**Oasis Charitable Trust is seeking to recruit a dynamic and transformational leader as the Principal Director Designate of Oasis Restore – the UK's first secure school. This is a career-defining opportunity to lead the development and delivery of our bespoke and integrated model of care for young people in custody.**

We are looking for an organisational leader with the ability to lead others through a shared vision. We are seeking someone who will be a values-led role model; an individual who leads out of 'who they are' not just what they know. The Principal Director will be a champion of divergent thinking and creative and innovative practice balanced with commitment to providing psychologically informed, developmentally appropriate models of care and education for children.

We recognise that the innovative nature and importance of this role and want to give the opportunity for you to hear more from us in person and ask questions via a webinar, you can see further information on how to register for this under the ['How to Apply'](#) section.

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## Who is Oasis

**Oasis is a ground-breaking group of charities that have been pioneering models of sustainable and holistic education, supported and affordable housing and community development over the last 35 years. The Oasis vision is for community – a place where everyone is included, making a contribution and is supported to thrive/ reaching their God-given potential.**

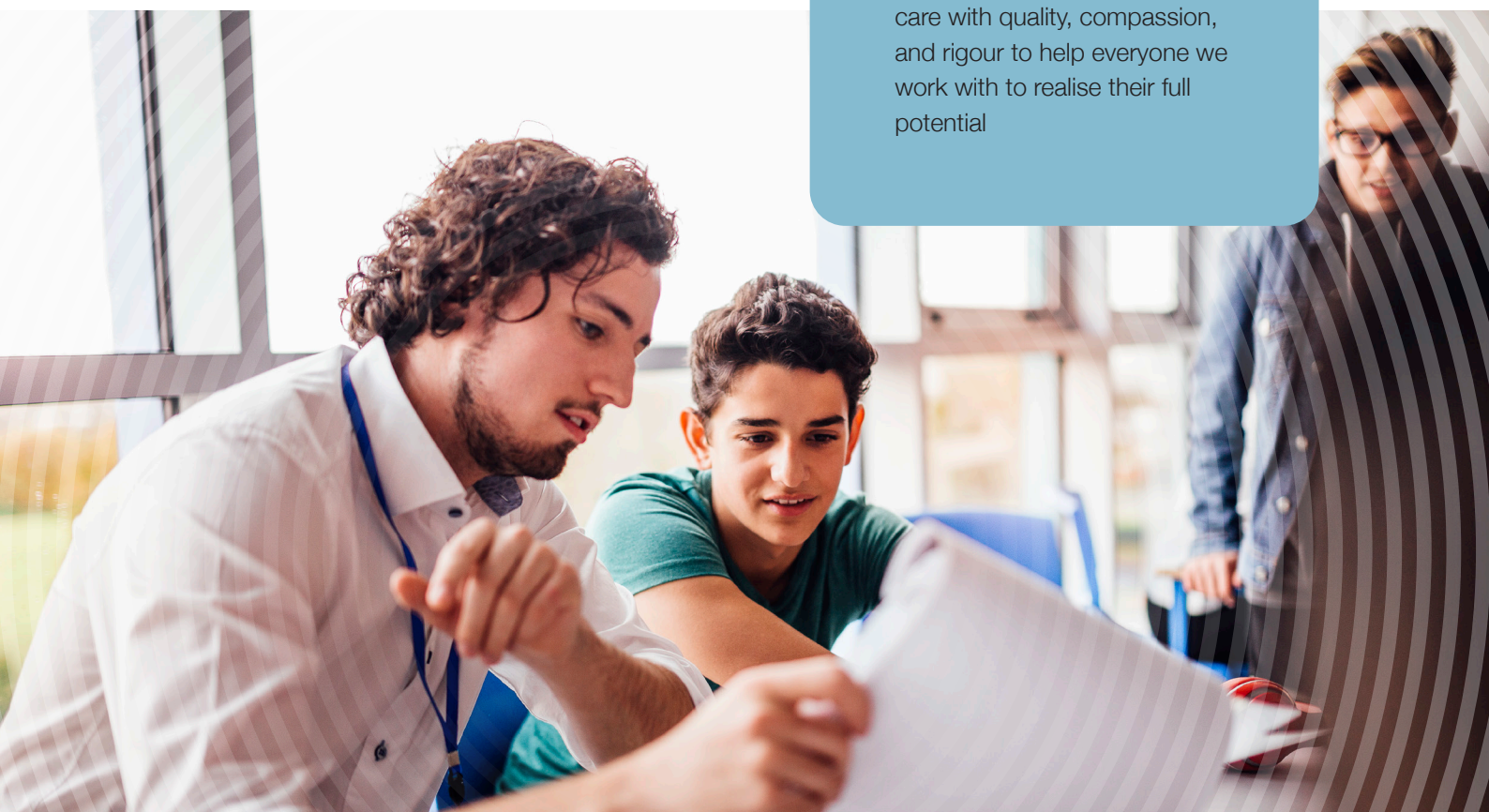
Oasis is about people, their aspirations, their opportunities, their education, their employment and their communities – in other words, their wellbeing. We believe that things can change. Where systems leave communities disadvantaged we're bold about pioneering alternatives and trying new things. We're not satisfied with the status quo where it keeps people trapped in poverty, or constantly at risk of exclusion.

Working alongside some of the most vulnerable communities our purpose is to develop Oasis 'Hubs', which provide wide ranging and integrated services, designed to meet the breadth of human need. We seek to work in an integrated and holistic way, providing a range of mutually supporting services. We do this because we have learnt that separate, non-integrated "solutions" often fail to achieve lasting change.

High quality, trauma-informed care and an aspirational education offer are some of the critical elements of our multi-disciplinary work that serves over 60,000 children, young adults and their families.

### **Together, Oasis staff and volunteers aspire to:**

- **Understand** individuals' stories and contexts to help them grow and develop
- **Create** safe, stimulating home and learning environments
- **Believe** that change is possible, no matter the starting point
- **Provide** bespoke learning and care with quality, compassion, and rigour to help everyone we work with to realise their full potential







## The Oasis Ethos

Oasis is driven by the passionate belief that each human being is uniquely valuable and of equal importance. We all have something to bring, and we all need each other. We call the 'O' in Oasis our 'Circle of Inclusion'. Everyone matters. Everyone belongs. And because we're committed to inclusion, we're committed to ending inequality, injustice, and exclusion wherever and however we can.

**Our staff not only share in our vision but are also champions of our ethos and the Oasis 9 Habits. Our ethos is made up of:**

- A **passion** to include everyone
- A **desire** to treat everyone equally, respecting differences
- A **commitment** to healthy and open relationships
- A deep sense of **hope** that things can change and be transformed
- A sense of **perseverance** to keep going for the long haul

Our 9 Habits are the behaviours through which we aim to reflect our ethos:

Compassionate

Joyful

Considerate

Patient

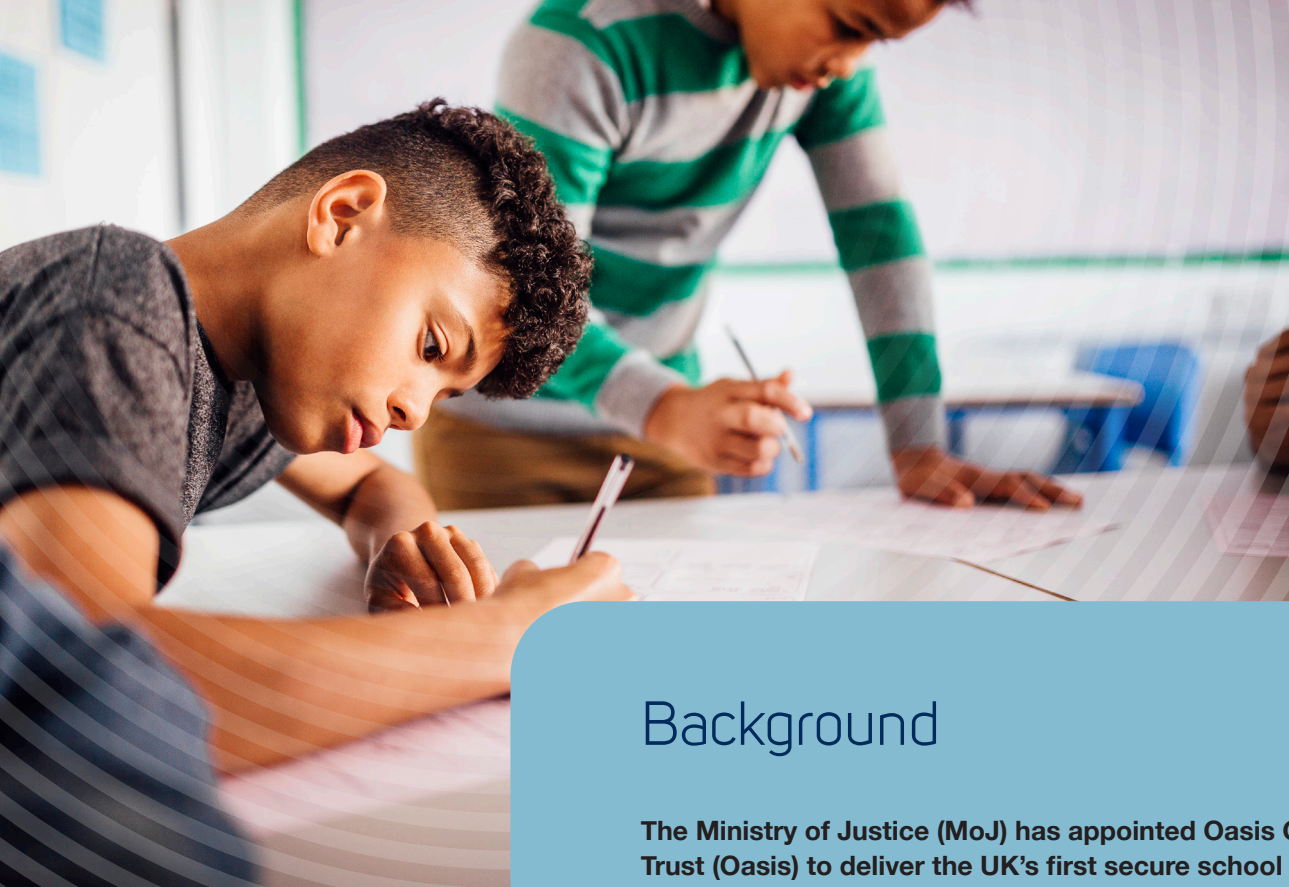
Honest

Forgiving

Humble

Hopeful

Self-controlled



## Background

**The Ministry of Justice (MoJ) has appointed Oasis Charitable Trust (Oasis) to deliver the UK's first secure school – to be known as Oasis Restore; an innovative, new model of care for young people in the youth custody estate, where the aim is to improve outcomes for children by truly rehabilitating them.**

This policy vision for a new system of care and rehabilitation, put forward by the Ministry of Justice, focuses on creating provision that places education, care and health at its core so that children who have offended can move on to lead positive and productive lives.

The secure school is the proposed model to achieve this new provision.

The model will enable new organisations to be established – Secure Academy Trusts – to run and manage secure schools for young people that provide a therapeutic environment in a secure setting. These new Trusts will develop provision that is child-focused, integrated and innovative and is designed around a joint outcomes framework, offering individualised care for children that establishes strong links with the community.

The MoJ has recently published its commitment to pass legislation to enable this significant policy change and to allow such organisations to exist. We are planning for the secure school to be dual registered as an 16-19 Academy and Secure Children's Home and for it to be inspected as such.

**Oasis Restore is the first of its kind and is the proof of concept for this new approach in youth custody.**

Oasis Restore will open in Rochester after the HMPPS site has undergone extensive works – managed by Ministry of Justice – to create a physical environment that fulfils the secure school vision.

The school is planned to open in late 2022 and will care for 50 students aged 12 to 18 years.



# RESTORE



## Our Vision

**Oasis Restore will offer a reparative opportunity to children and young people, who have become criminally involved, often because of neglect, trauma, and loss.**

We recognise that our students will have been placed into Oasis Restore with restrictions to their freedom, for their own and society's safety.

As with all Oasis Hubs, our vision for Oasis Restore is focused on restoration, rather than retribution, on creating a safe environment with a holistic approach to life; a place of care where every child is given opportunity and is shown robust love and consistent boundaries. All involved – staff as well as students – are learners and will be encouraged to take responsibility for leading their ongoing personal transformation.

Our practice will be psychologically informed through building trusting relationships with and between our young people and adults. We will be practical, effective and creative in order to celebrate individuality and we will do this in the context of treasuring the community. As we embrace this approach, we will seek to address some of the consequences of trauma and loss in our young student's lives.

Our mission, therefore, is to not just deliver an innovative education offer but also to develop a healthy sense of identity, a sense of purpose that improves our students' social cognition, emotional intelligence and to support them as they journey onwards.

We recognise that the majority of our students will not have enjoyed the traditional classroom setting and may have a fear of education delivery that feels institutional. We know the young people we serve will exhibit behaviours characterised as dysregulated, challenging, and complex. However, we also know that none of our students come from zero; that all have inherent strengths and interests.

Our goal is to tap into their curiosity and talents to develop skills for life and learning whilst providing them with training or qualifications in areas in which they have interest. We want to focus on what is strong, not what has gone wrong. To this end, we will use enquiry and curiosity – in both structured and unstructured sessions – together with the creative arts, media, sport, and the outdoors to support our philosophy of learning.

**Most importantly, from the very first day of their stay at Oasis Restore, we will work with each of our students not only to focus on their time with us but to prepare them for transition back into the community or into the wider custodial estate.**

We will support them, not simply with the goal of not reoffending, but crucially, to enable them to achieve long-term wellbeing. We want our students to thrive and maintain a positive contribution to their community as well as to wider society throughout their lifetime.





## Oasis Restore's Offer

### A holistic, integrated, safe environment

We will develop a sense of community, a place of safety where every child is given the opportunity to make a contribution, reach their potential, build on their individual strengths and develop life and social skills that support their transition from the school.

### A therapeutic model of care with a growth mind-set

We will develop psychologically informed practice across all our systems and processes. All our staff and volunteers will be committed to the belief that change is possible and to building our students' resilience, health, literacy, numeracy as well as emotional and social intelligence.

### An ambitious and enquiry-based education offer

We will promote enquiry through social pedagogy and learning that is practical, multi-sensory, person-centred, and aspirational. We will offer a balanced and differentiated vocational and enrichment curriculum that equips students with a sense of purpose and the necessary work-life skills and qualifications for pro social functioning. We will develop technical skills and competencies that will be accredited.

### Pathways for transition into community from day one

We will work with the students from their first day with us to prepare for their transition pathway in order that they are equipped to make a positive contribution and are hopeful about their continued progress.

**We believe we will have succeeded when our students have enhanced self-awareness and self-control, a greater sense of responsibility and resilience, as well as aspiration for their future. If they leave our care more hopeful, then we have made progress.**



# RESTORE





RESTORE

## The Cohort

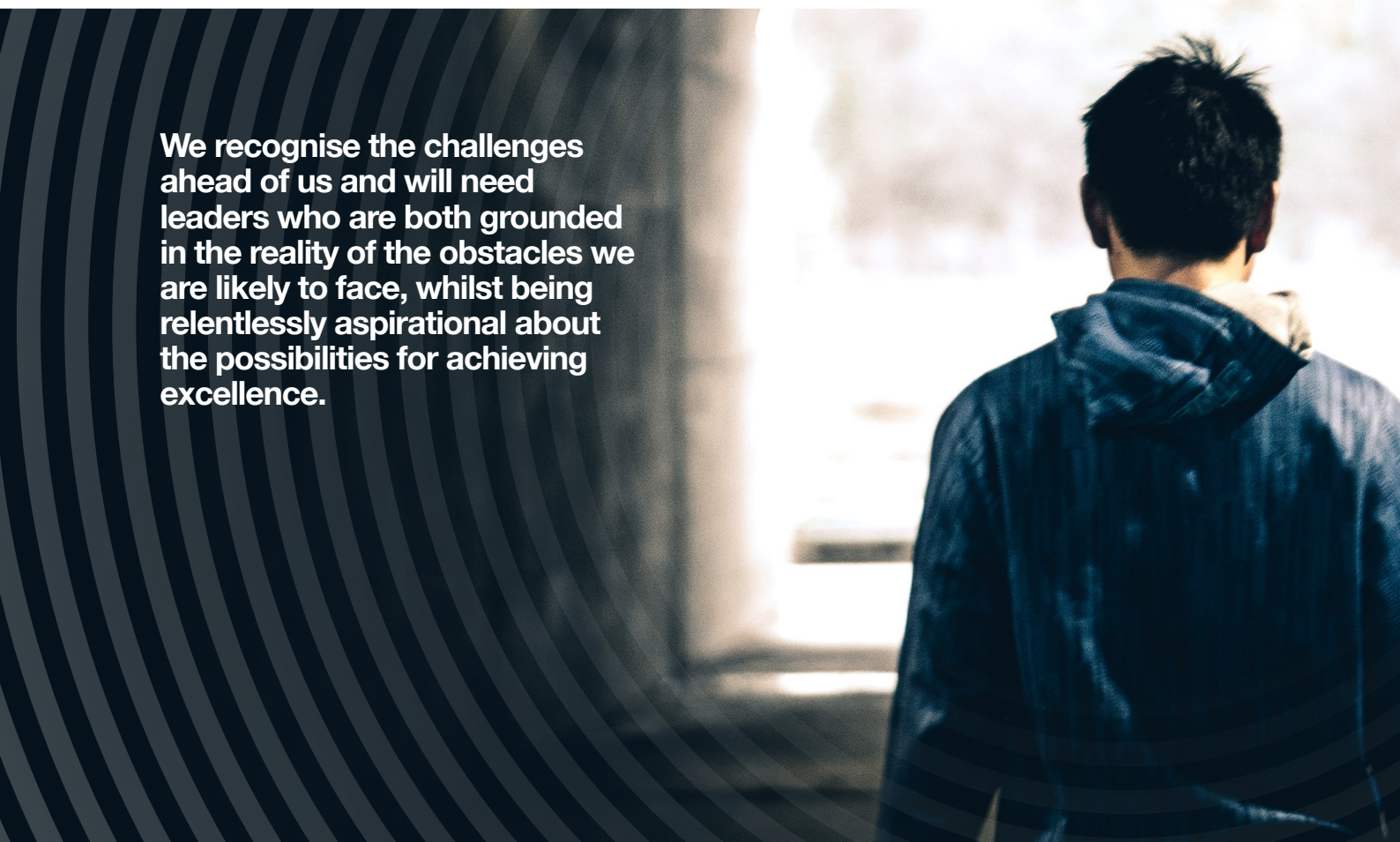
**Oasis Restore will be serving some of the most vulnerable children (aged 12-17 years) in the UK with complex needs and challenges who present with high risk and high harm behaviours. We recognise that a number of complex and inter-related factors are associated with these behaviours.**

For many of our students, many of their behavior and experiences have been exacerbated by the lack of a sense of belonging and opportunities, the reality of poverty and, above all, a sense of personal hopelessness. These are the conditions created for these young people's journeys which regularly involve high levels of trauma, vulnerability and threat. Emotional and behavioural dysregulation, neurodevelopmental challenges and a skewed understanding of themselves and others, are common amongst young people within the criminal justice system.

There is also significant disproportionality in the number of Black, Asian and Minority Ethnic children, specifically boys, in the youth justice system compared to the general population. Meeting the needs of these young men and women whilst addressing the reality of BAME overrepresentation in the system will be at the forefront of our work.

Whilst we recognise that young people have to embrace the consequences of their criminal behaviour, and that their sentencing is the court's punishment, our job is to listen and understand the stories behind the behaviours. In turn, this will help us to formulate integrated care plans that meet students' individual needs, challenge negative habitual behaviours and reduce the risk of future harm.

**We recognise the challenges ahead of us and will need leaders who are both grounded in the reality of the obstacles we are likely to face, whilst being relentlessly aspirational about the possibilities for achieving excellence.**





## Oasis Restore's Framework of Care

**In order to realise our vision and build an ethos-first culture with such a complex cohort of young people, we will develop a bespoke approach to our practice based on our context; one that is psychologically informed and supported, and one which integrates established and developing theories in relation to attachment, trauma and human development.**

Oasis Restore's leaders will be expected to develop and operationalise a secure school model that is based on the Oasis Restore Framework of Care. Our framework is underpinned by the Oasis ethos and our organisational behaviours, the Oasis 9 habits. It details the secure school's operational principles and is drawn from psychologically informed practice used to care for children with complex needs across sectors.

We are committed to...

- R**elationships through building trust
- E**mpowerment through providing choices and nurturing responsibility
- S**afety through providing consistency and a secure base
- T**rauma-Informed practice through creating a psychologically informed environment and culture
- O**wnership through providing life affirming opportunities
- R**esilience through offering support and challenge
- E**nquiry through encouraging openness and reflection

In using these principles throughout policy, practice, and process in the school, we will ensure that we create an environment of high-quality care and psychological safety for our students, staff.

RESTORE







# The Role

**Oasis Charitable Trust is seeking someone with credible experience of executive leadership in a multi-disciplinary organisation or service focused on the care of vulnerable children and young people – be that education, social or health care, youth justice, local government, or the voluntary sector.**

We are looking for someone who has a minimum of five years' experience of transformative leadership – leading complex systems, thinking laterally and strategically in order to innovate and drive change. You will have led a challenging, high pressure environment with a medium-sized organisation and represented your leadership context within city-wide, regional, or national structures.

The role will require an individual who is wholly committed to improving well-being, life outcomes and reducing high risk behaviours of vulnerable young people. We are seeking someone who is adaptive to the leadership styles of their team to inspire them to be their best. You will be ego-aware and understand the pivotal role that character plays in transformational leadership.

Oasis Restore's model of care requires its leader to have skills and competencies that are traditionally held with the role of a CEO or Director of a public sector service. You will be accountable for the holistic care, learning, health and outcomes of all students, will lead the strategic direction of the school once it is open and be responsible for establishing developmentally and psychologically informed approach to care and interventions. You will lead your team in building trauma-informed organisational design, management, and governance systems.

The leadership structure of the school is designed to recognise the breadth of the organisation's infrastructure and the inter-dependent disciplines needed to achieve the vision. Working closely with the national staff of Oasis Charitable Trust – and with support from NHS England and Improvement, and those with relevant expertise in youth custody, education and social care – you will draw upon your strong leadership experience to work with your outstanding leadership team to harness their expertise and skills so they are positioned, equipped and resourced to achieve their best.

The opportunity to shape and build this new provision is uniquely rewarding. It will also be demanding; you will be at the forefront of implementing policy reform and innovation with a vulnerable and challenging cohort. Consequently, Oasis Restore will receive public attention and scrutiny in addition to having high levels of accountability and inspection. This is innovation, and we know that whilst there is promising outstanding and evidence-based practice in this area, there is still much to learn about the trauma-informed care of young people. No one has unanimously defined 'what works'. For this reason, you will need to have determination, resilience, and commitment, balanced with humility and ability to learn from mistakes as well as opportunities.

**We know that this will be a demanding position, and, in return, we will support you through a programme of personal development which includes supervision and ongoing professional training.**

We will make a commitment to your wellbeing so that you can sustain your leadership of the staff and young people under your care.

In order to lead with authenticity in a fast-paced environment we need a leader who understands adversity and isn't afraid to confront painful issues. Therefore, as a leader, you will be transparent about challenges and demonstrate understanding of your own leadership story and its unique impact.

This role is one of a kind in the UK today. Oasis is excited and privileged to be leading this new provision and we are looking for leaders who want to come on the journey with us as we build on our vision to create new possibilities for youth custody and for some of the country's most vulnerable young people.

# Scope and Authority

- The post holder is responsible for the leadership and management of the school's leadership team which is designed to deliver integrated care and learning. The proposed leadership structure consists of nine roles including an executive leadership team of three – the Director of Learning and Enrichment, Director of Care and Well-being and Director of People and Services.
- Oasis will work with the Principal Director to confirm statutory roles and responsibilities within this structure. This will include the appointment of registered persons detailed within latest publications of Guide to Children's Homes Regulations and Quality Standards, Keeping Children Safe in Education, Working Together to Safeguard Children, and Healthcare Standards for Children and Young People in Secure Settings.
- To strengthen the delivery of an inter-disciplinary model of care we will recruit two of the executive leadership roles simultaneously with the Principal Director. Where feasible, we will involve the successful candidate in the appointment for other roles and have designed staggered recruitment timelines to accommodate this.
- Oasis Restore's draft model of a secure school was developed during the bid phase of the project. The project's process and timelines are determined by the Ministry of Justice. The staffing model and operational design will be further developed to meet with these requirements.

- Over the years, our experience of building organisations from scratch has taught us that:

a) **Co-production** is a key principle for creating outstanding outcomes and operational design, involving everyone from students to leaders.

b) **Ownership** of the creative process for organisational design needs to be driven by leaders who will be held accountable for its success.

c) **Flexibility** and openness to change is needed, on all sides, to work through a pre-opening phase of new provision.

Therefore, we will work with the successful candidate to embed these principles from as early as possible and will share any information that is relevant. If pre-opening processes require important decisions to be made before the successful candidate is in post, we will seek to involve them in pivotal decisions prior to taking up the post wherever possible.

- Oasis Restore's precise annual revenue budget is being determined by the MoJ and Oasis to account for the change in capacity from the original 'Secure schools: how to apply guide' published by the MoJ in October 2018. Further conversations regarding the funding envelope will take place with the successful candidate. Effective financial leadership to achieve value for money and our expansive vision is of critical importance to the job and we want to involve leaders in relevant decisions where possible.
- The successful candidate will benefit from being part of the Oasis Group with wide range of leadership experience and expertise. It is expected that the Principal Director will represent Oasis Restore at a senior level within the Oasis group and its subsidiaries.

**The leadership structure of the school is designed to recognise the breadth of the organisation's infrastructure and the inter-dependent disciplines needed to achieve the vision**







## Governance and Accountability

Oasis Charitable Trust Board of Trustees are responsible for the current stage of the secure school project.

A new legal vehicle for the secure school will be developed according to the MoJ managed project timeline, and after legislation is passed. At this juncture, a Board of Trustees will be appointed by Oasis. We anticipate the legal vehicle will be a Secure Academy Trust.

The Principal Director will be wholly responsible for the outcomes and progress of the school and accountable to the Oasis Restore Board of Trustees. The Ministry of Justice will hold Oasis to account for the school's overall performance and outcomes.

As outlined in the Secure schools: How to apply guide, the regulator will ensure inspections are conducted in accordance with the relevant registered authority's frameworks. We expect that the secure school will be jointly inspected by Ofsted and the Care Quality Commission, covering education, care and health, using both the Social Care Common Inspection Framework and the Education Inspection Framework. The MoJ's current ambition is that the frequency of inspections will mirror that used in both children's homes and academies.

# Key responsibilities

**We recognise this role is unique and does not exist as such within the education, care or youth justice sectors. From our experience of building new organisations from scratch – and of developing schools – we have learnt that we need to be agile and respond to learning and development of our structures. We welcome and expect on-going dialogue with the successful candidate to refine and develop the detail of these responsibilities to ensure it reflects and the needs and demands of the post. Therefore, the following is not exhaustive.**

## **Championing Oasis ethos**

- To be personally aligned with the Oasis ethos and 9 Habits
- To actively participate in the wider life of Oasis Charitable Trust and its subsidiaries in supporting community transformation.

## **Strategic direction and leadership**

- To lead with a clear vision and create purpose and objectives
- To lead the strategy design, development and implementation of Oasis' model of secure school using the Framework of Care
- To innovate and lead organisational development, striving for excellence across every discipline within the organisation to establish outstanding practice, care and safeguarding in each.

## **People Leadership**

- To build, lead and empower a leadership team that will realise its full potential and multi-disciplinary expertise
- To create a culture of continuous improvement and enquiry that supports the realisation of the vision and our Framework of Care
- To effectively manage performance of key functions in the school
- To be accountable for the wellbeing, safety, training and development for all staff and students

- To create a diverse and inclusive team, working to prevent any conscious or unconscious biases
- To create a culture of trust where differences of opinion and perspective are valued.

## **Corporate governance**

- To report to the Oasis Restore Board and sub committees to enable them to effectively govern the work of Oasis Restore
- To work with your leadership team to ensure disciplines of finance, audit, risk and compliance are implemented according to statutory requirements and to a high standard
- To ensure that the board is advised of its responsibilities to its stakeholders and to ensure that the Trust achieves the standards set by its different regulators and reports on time and in accordance with their requirements.

## **External representation**

- To lead and develop strategic partnerships across sectors that support the integrated, holistic and innovative delivery in Oasis Restore
- To represent Oasis' and Oasis Restore's vision, students and staff with local and national government, regulator, inspectorate, and commissioners

- To represent Oasis' and Oasis Restore's vision positively with all forms of media outlets, demonstrating effective management of public relations and ability to withstand public scrutiny
- To be a positive champion and public voice for vulnerable young people.

## **Performance, standards and monitoring**

- To be responsible for high quality standard of education, residential care, social care, safeguarding and supported transition pathways for all students in Oasis Restore
- To be responsible for outcomes of Oasis Restore in accordance with the regulations, guidance and quality standards in academies, children's homes and health care
- To prepare for and successfully lead Oasis Restore through statutory inspections, external reviews and internal monitoring and assurance programmes
- To ensure effective systems for internal monitoring of standards and improvement across all functions of the school
- To oversee and be accountable for the school's delivery of operations, including safeguarding, financial, premises and human resources management
- To oversee and be accountable for the well-being of all staff as well as students.



## Competencies and Skills

Oasis has developed bespoke leadership principles and competencies which will be used during the assessment process. The key competencies and skills for this role are:

### Values and culture

- Ability and commitment to be a champion of the Oasis ethos which seeks to create inclusion and equality for all through open and honest relationships, perseverance, and the intrinsic belief that positive change is possible, no matter an individual's story.
- Ability to motivate and lead staff, reflecting the ethos of the organisation to be trauma-informed with the skill to build and model trusting, open and honest relationships working collaboratively with colleagues to deliver excellent care.
- An intrinsic understanding that childhood trauma and adversity is a significant, complex, and often preventable public health problem with broad ranging effects on children and their support network – including staff who support them – but from which, with proper resources and pathways of support, people can recover.

### Self Leadership

- Able to accurately perceive, assess, and express emotions and model non-violent ways of communicating in order to maintain a safe environment for self and others.
- An interpersonal style that is direct, willing to change as a result of interactions, reflective, engaging, honest, trustworthy, culturally competent and eliminates the use of labels.
- Has resilience and a capacity to respond calmly to, high levels of public scrutiny, media interest, a pressurised environment and deal effectively with 'events' and the unanticipated.
- Ability to demonstrate integrity and justice throughout all aspects of their leadership.
- Intrinsically treats people equally and respectfully, regardless of their background, gender, experience and worldview.

## Leadership of others

- Ability to articulate and communicate a compelling sense of ambition, vision, and aspiration at every level of the organisation, steering the organisation and taking people with you.
- Ability to ensure that all team members are positioned, equipped, and resourced to play their part and contribute their character and expertise to achieve vision and mission.
- Can facilitate systems and opportunities for others to voice their opinions, insights, and observations to bring improvement.
- Understands the importance of cohesion, diversity, and inclusion for a team to be effective and transformative.

### Strategy

- The ability to direct a child-first organisation to ensure it remains fit for purpose in a regulated framework and a challenging environment, understanding and developing strategic concepts and translating them into people-centred operational design.
- Is committed to embedding strategy through working relationally, and is skilled at managing relationships.
- Ability to lead first and foremost through people to monitor performance and bring about improvements, embedding efficient and lean systems that ensure holistic development, high levels of compliance, quality delivery and value for money.

### Evaluation for improvement

- Ability to interpret complex quantitative and qualitative data and use this analysis to inform strategy, support, and challenge.
- Ability to pursue challenging and rigorous questions and probe explanation to design better ways to achieve vision and mission.
- Ability to balance risk and opportunity together with the disposition to enjoy a fast-paced, pressurised environment.

## Equality, Diversity, and Inclusion

As an organisation, we are committed to consciously tackling systemic racism in our systems and structures because we are dedicated to creating an inclusive workforce that reflects the communities we work with. We recognise that our leadership is strengthened by the knowledge, experience, and insights people from a wide range of backgrounds bring and that we can always improve and should be accountable for this. We encourage applicants from underrepresented groups to apply for this role and as such expect all applicants to show a highly attuned and demonstrable commitment to, and leadership of, equality and diversity.

## Essential Experience

- Demonstrable experience and knowledge of transformative leadership in a multi-disciplinary care of children and young people – leading complex systems, thinking laterally and strategically in order to innovate and drive change.
- Understanding of the needs and effective practice in caring for high risk, highly vulnerable children.
- Proven experience and understanding of working within statutory and other regulatory frameworks for the care of children within either education, health, youth justice, and/or social care sector including safeguarding of children and health and safety.
- Knowledge of Local Authority care and safeguarding systems including those with looked after children.
- Senior experience of designing and delivering operating models, policy, and practice, aligned with the purposes of the organisation.
- Experience of leading trauma informed care, systems or an organisation, with demonstrable experience of involving families, communities and colleagues.
- Proven experience of developing highly effective teams with high levels of trust, transparency and accountability.
- Experience of policy development, strategic planning and development of governance structures.
- Proven experience of successful cross-sector and inter-agency stakeholder management.
- Proven experience of managing public scrutiny and coverage from national and local media.
- Experience of strategic financial oversight with an emphasis on ensuring financial strength for the long term balanced with value for money.
- Evidence of relevant continuous professional development and qualifications in education, social and/or health care for young people.
- Where possible, evidence of specific leadership qualifications in the care of young people e.g. Level 5 Diploma in Leadership for Health and Social Care and Children and Young People's Services with Children and Young People's Residential Management Pathway.

## Terms of Appointment

- The role will focus on specific duties before legislation is passed. Thereafter, the role will move to pre-opening phase of the secure school and once open, enter its full scope and authority.
- Dependent on Covid-19, the role will be joint home-based and in Oasis' central London offices. Within the autumn term of 2022, the role will be based full time in Rochester.
- This is the most senior staff appointment in the leadership structure and appropriate remuneration will be negotiated with the preferred candidate. You will have access to a local government pension scheme and employee schemes within Oasis Charitable Trust.
- The role will commence in March 2021 or as soon as possible, depending on the successful candidate's notice period and/or current employment situation.



## How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Oasis Restore on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/candidate-opportunities](http://www.saxbam.com/candidate-opportunities) using code GALAQA.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring\* form. In your cover letter, please address the following questions:

1. What motivates you to want to work with Oasis and take on the leadership of Oasis Restore?
2. In what ways are you qualified and equipped to take on the role of Principal Director?

**The closing date for applications is noon on Monday, 2 November 2020.**

Oasis Restore will be running an informational webinar about the project and the role on Thursday, 22 October from 17:30 – 19:00. To register for the webinar, please visit <https://forms.gle/F8udYXBzzwHt9AGv8>

The webinar registration deadline is Tuesday, 20 October 2020.

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

APPLY