



Persona
We're all about you

Director of Care
Candidate Pack
We're all about....



A few words from our Managing Director Kat Sowden

Thanks for your interest in our Director of Care role. Having led Persona from it's creation I know how important it is that we recruit people with the right skills and experience but also the right values and attitude. We're a close knit team so fitting in with our culture is going to be key.

This information pack will give you all you need to know about our fantastic organisation that will help you decide whether we're right for you.

A big part of that is understanding and being able to embrace our values because that's the glue that binds us all together.



This is a really exciting time to be joining Persona as we've used the last 3 years to build strong foundations to take us forward. We've built an organisation with it's own heart and mind and we've got big ideas for the future.

What we need to help us make it happen is a knock-your-socks off Director of Care to lead our operational services forward into the next chapter of Persona. You'll help shape what the future looks like and lead services to develop and innovate. Maintaining quality has to be your bread and butter but beyond that you'll share our passion to continually drive for improvement.

As an experienced care professional you'll know that no two days are the same and you'll come equipped with a toolbox of ideas and solutions as well as a can-do attitude. You'll be a collaborator who is able to recognise the skills and resources around you and work in partnership for the benefit of the people we support.

So that should give you a flavour of what we're about. If we sound like your cup of tea, then read on....

Good luck with your application.

Kat



Our Vision and Values

Our Vision is to be the leading provider of adult social care, delivering excellent service all the time, every time.

At Persona we believe that the support we provide is unique to everyone, which means we need a mix of unique people with fantastic personalities, experiences and insights. One thing we all have in common is our values.

Our values were developed based on what we already saw in our staff and things that staff told us mattered to them, they are a reflection of all of us and they're embedded into everything we do.



going the
extra mile
in the
Bury 10k



Respectful



Enthusiastic



Adaptable



Caring



Honest

Do you share our values? Great, as we are looking for people who fit the role, but who will also fit into the wider Persona Team.

A little bit about us



People are at the heart of everything we do - Staff and Customers

We are passionate about our staff and our annual PersonAwards is the go to event of the year

Persona is a local authority trading company of Bury Council. We stepped out of the local Council in October 2015 and have now been successfully trading for over 3 years

We believe in being the best version of ourselves and Art of Brilliance principles are embedded in our culture

We have 3 main services Days, Stays and Lives to support older people and people with a learning disability

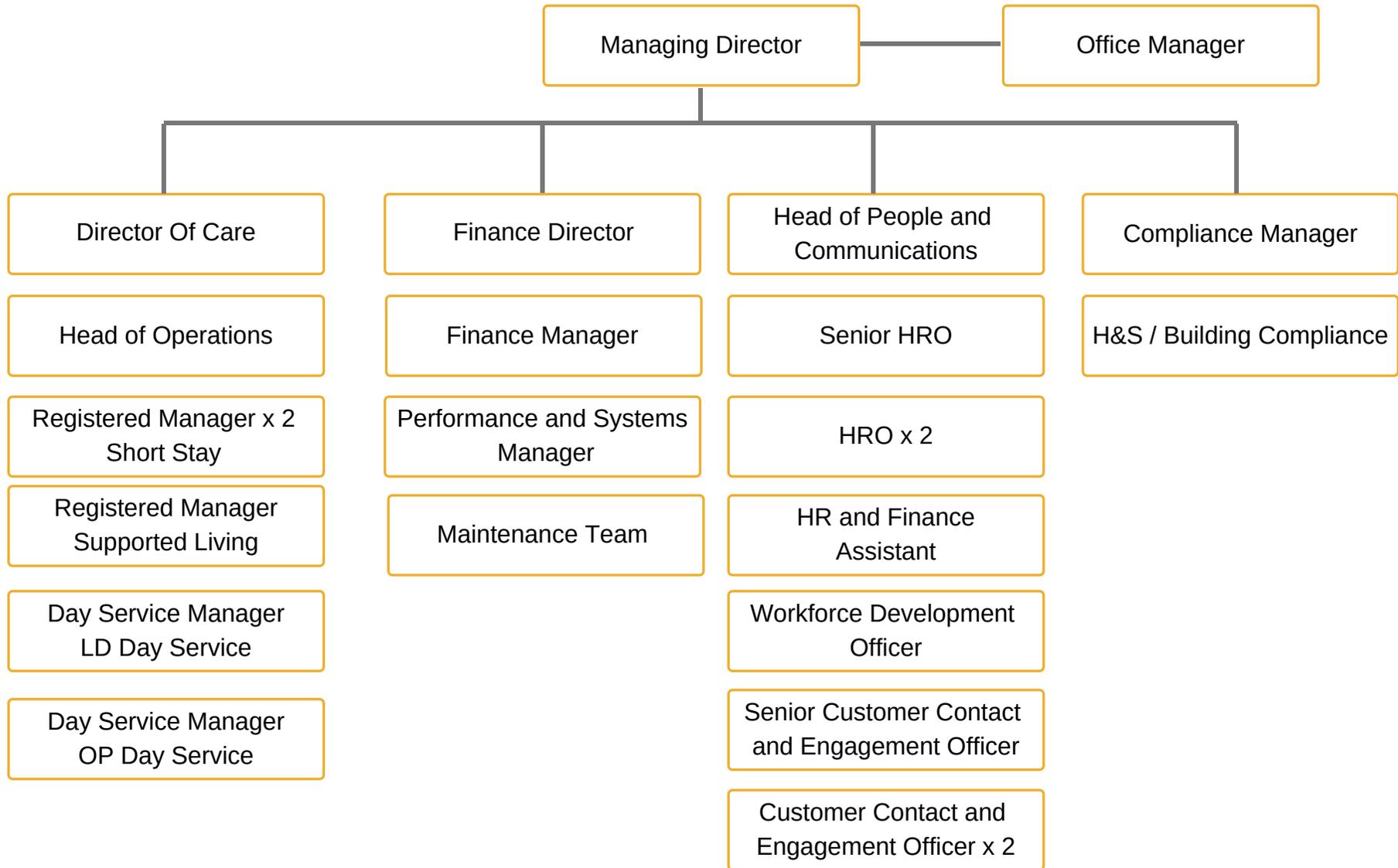
We employ 450 staff

We provide services across Bury

We reinvest money into improving services for the people we support. In the last 12 months we've invested in improving garden areas, bathing facilities and developing a snazzy new base for our younger customers



Our Structure



What people say about us

Here is a selection of some of the things that our staff, customers and partners say about us

The team have been very helpful towards my son by introducing lots of activities he enjoys. Their support and help is very much appreciated.

Thank you so much for looking after my mum so well. I cannot believe how happy she has been with you the last couple of days. It's really appreciated.

The team I work with make the job I do so easy, we work very well as a team, and I would not want to work anywhere else.

The staff here are fantastic. They always greet me by my name.

Our benefits

we know that our business is our people so we're passionate about being a good employer where people can feel truly engaged. Our range of benefits include:

Persona Pension Scheme

You can join our pension scheme from your first day of employment. We have a 6% matched contribution scheme

Annual Leave Entitlement

Your annual leave entitlement will be 22 days per year, plus you will be entitled to the 8 bank holidays

Life Cover

As peace of mind for your family, we provide life cover at 3 times your salary

Discounts

We offer access to a variety of discounts and offers including local and national restaurants and local authority gym memberships

But beyond some of the standard stuff we live by our adaptable value and are keen to see people achieve good work life blend - even in our most senior roles. We're a bit quirky in places so having flexibility to make life part of work is important to us and you might find some of us bring our hobbies, pets and family to work on occasion!



Your application

Now that you know a little bit about us, let us know a bit about you!



If you think this is the role for you and you would like to become part of the Persona Team, send a copy of your CV along with a covering letter, explaining why you would like to join us.

You should show how you meet our core attributes in your submission and feel free to show us your personality.

To discuss this position in more detail please call our retained Consultants at Hampton's
Gary McPhee or Deon Pegg on 01926 353 999

Send your completed application to:
Persona@hamptonsresourcing.com

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