



Future Care

Your Future Matters

Make a difference

Are you the perfect fit to
join The Future Care Group?



Dear Applicant,

Thank you for considering us as your future employer. Our belief is that your future matters and that you will be supported through training and development. This will support you to achieve your full potential. I want you to know that, should you choose us, you will be joining a credible and well-established organisation. Our Group of Care Homes was founded as a family business and it is still run as such. Our Vision, Mission and Values reflect everything that we believe in.

Our vision:

Inspiring and enabling people to live a meaningful life, as part of a great life. Committed to changing the way care is being provided and perceived by embracing innovation and new concepts of care

Our mission:

Making a difference in the life of those we engage with by inspiring moments of joy, happiness and a sense of belonging within our unique communities based on the needs and choices of each individual.

Our Values:

CARE - Meeting needs with dignity and respect by being who we are.

COMFORT - Creating a sense of belonging in your Home where you feel safe and loved.

COMPASSION - Treating each other with empathy, consideration and respect.

CREDIBILITY - Strive every day to be honest, transparent, trustworthy and professional.

Our slogan: - Your future matters

A simple evaluation we have applied over the years in our care provision is:
"Is that good enough for our Mum?"
I hope that you can relate to these statements and that you will be happy to join our team. Together we will keep on working on building the best Care Home Group in the UK.

Best regards,

Arnon Rubinstein
Managing Director

Future Care Group | 72-74 Langley Avenue | Surbiton | Surrey | KT6 8QZ | t. 020 8390 3366
www.futurecaregroup.com





“Your Future Matters”

What kind of person do you need to be to work in a Future Care Group Home?

Depending on the role, you don't always need qualifications or previous work experience to be able to join our team. What is really important is sharing our values, behaviours and attitudes to work effectively with the team to people who need care and support.

What do you need to work in one of our Homes?

Every role will require you have a set of values that match our own beliefs and values. However some skills will be specific to each role we have within our Homes.

English skills – including reading, writing, speaking and listening.

Numerical/Documenting skills – including calculations and recording numbers and documenting on records.

Technology Skills – including finding information online and recording personal data digitally.

Employability skills – able to work as part of a team and problem solve effectively.

Do you need qualifications to work in a Care Home?

Full training will be given where formal qualifications may be achieved.

It may also be useful to have any qualifications that show you have an understanding of the health and social care sector such as a Level 1 Award or Level 2/3 Certificate in Preparing to Work in Adult Social Care.

Our proposition to you

What you get from us is the opportunity:

- To make a positive difference in people's lives
- To belong to a caring community and a credible, growing business
- To receive support and training in your role
- For career development to fulfil your career -potential
- To be recognised for your achievements
- To be a part of our growing family, where your future matters
- Training and development to our applicants that have the right values

In return we ask you to:

- Care for others
- Live our values
- Create moments of joy for residents and each other
- Be accountable, be professional and do the right thing
- Love your job, embrace change and make a difference
- You will be required to undergo a Disclosure and Barring check (DBS)

Visit our website www.futurecaregroup.com/careers to find out more about our live jobs and see how you can make a difference and create moments of joy for everyone we engage with.

“What is really important is sharing our values, behaviours and attitudes...”

Professional Development whilst working with the Future Care Group – Apprenticeships

Apprenticeships provide an exciting option for individuals that are seeking to develop and expand their knowledge and skills. We support apprentices at all different levels - from school leavers to employees that want to further their careers or change career direction completely. An apprentice can be aged 16 or 60 plus and are available on merit.

Sponsorship for Overseas Nurses

The Future Care Group is able to provide Tier 2 Sponsorship for nurses who qualified outside the EEA.

Nurses who have trained outside the European Economic Area (EEA) and want to work in the UK as a nurse must gain professional registration with the Nursing and Midwifery Council (NMC).

Applicants are tested for competence through a two-part process to gain registration.

- Part one - computer-based multiple choice examination which is accessible around the world for applicants to access in their home countries.
- Part two - practical objective structured clinical examination (OSCE) which will always be held in the UK.

The immigration rules changed in March 2015 to allow for an individual nurse to come to the UK to prepare for the OSCE.

The individual being sponsored must have a job offer from the employer and either:

- have obtained full registration with the NMC
- have passed the NMC's CBT of competence (part one)
- have obtained the NMC's permission before 30 April 2015 to undertake the overseas nursing programme, and be sponsored to undertake a supervised practice placement as part of the programme, which has been approved by the NMC.



Career Pathway

We welcome staff to join us as we can offer endless opportunities to progress within the company.

For example: we have a Regional Manager who started his career within the industry as a care assistant. Through training and development his career blossomed to become a Residential Manager within two years. Through further support and coaching he became a Home Manager. Today he works in the Future Care Group as a Regional Manager demonstrating our commitment to each individual staff member.

Whether you wish to take advantage of these career opportunities or not we will support you in your daily roles. To instil our values of Care, Comfort, Compassion and Credibility for the residents in our care.



Georgio Loizou – Regional Manager



Key Job Roles

Care Assistant

The Care Assistant is a valued member of the care team, working with other staff to provide a high standard of direct care and support. The Care Assistant is responsible for making a difference in the lives of our Residents by inspiring moments of joy, happiness. Giving a sense of belonging within our caring communities based on the needs and choices of each individual.

The role can be physically and mentally demanding and the people appointed will be expected to have an understanding of, and empathy with our residents.

The philosophy of the Home is to provide a friendly, homely atmosphere, where Residents can live as independently as possible. They should be given the opportunity to make informed choices about their daily life.



Key Job Roles

Activities Coordinator

The role is designed to be fully involved and oversee activities for our Residents. We support care teams to enable people to live life the way they choose, with life, love and laughter. Training that supports care teams to enable people to live life the way they choose whilst creating moments of Joy.

The role often includes:

- Engaging with people about what activities they enjoy and getting to know each resident as an individual.
- Developing and providing activities.
- Organising trips to places of interest

What training/qualifications are needed for this role?

Life experience with a genuine interest of working with people. You will be confident in linking with the community and ability to communicate with our individual residents with their differing needs.



Assistant Practitioner (AP)

The role involves assisting the Registered Nurses on duty and reporting back to the nurse on all procedures. The AP can also assist with administering medication and assessing basic wounds and dressings. As well as delivering person centred care to our residents and to support the care team.

What training/qualifications are needed for this job?

You should have a Level 5 Assistant Practitioner Diploma and worked within a Care setting for a minimum of 18 months. Or you might be an overseas nursing student waiting for PIN registration or highly qualified senior carer. To be considered for the role you need to have knowledge of current Care Legislation and be able to demonstrate Leadership.

"The Care Assistant is a valued member of the care team"

Key Job Roles

Registered Nurse (RN)

To become a Registered Nurse you should be fully trained and have a recognised qualification and are registered with the nursing midwifery council. (NMC)

The RN working within the Nursing Home will be a nurse who is interested in the total care of elderly people and has an understanding of their needs. When acting as sole RN on duty, you may be responsible for the Home, our Residents and staff.

What training and qualifications are need for this role?

To work as a registered nurse, you must have a nursing qualification.



Management

There are lots of different jobs which fall under the management category, from being a Senior Carer, Team Leader Carer, Deputy Manager to being a Home Manager or even Regional Manager.

Home Managers The role of the Registered Manager is to manage all aspects of the Home's daily operation, effectively leading your team and ensuring that the highest possible standard of care is provided in accordance with company policy and registration with the CQC, where residents are enabled to live with dignity and wellbeing.


Regional Managers To provide strong leadership and support to Home Managers in the management of their Homes ensuring continuous improvement in the quality of care and Financial performance ensuring that the Homes comply with all statutory and regulatory requirements

Support Roles

Administration and reception roles will include assisting potential residents and staff to assist with their enquiry. This role supports the administrative function of the home.

Ancillary job roles, which are not specific to working in care but are vital to providing a good service, can include any of the following:

- Domestic and housekeeping staff
- Catering staff and Chef
- Maintenance
- General Assistant



“ensuring that the highest possible standard of care is provided in accordance with company policy”

Checklist

Do **YOU** have what it takes to be a team member in our Care Homes? 

Your values and how you treat people who need care and support is really important. You will be interacting with residents with different care and support needs.

Have a look at the questions below and see if you have what it takes to be apart of a caring team.



	YES	NO
1. Do you want a job that makes a positive difference to other people's lives?	<input type="checkbox"/>	<input type="checkbox"/>
2. Are you looking forward to moments of joy and happiness?	<input type="checkbox"/>	<input type="checkbox"/>
3. Can you handle working under pressure?	<input type="checkbox"/>	<input type="checkbox"/>
4. Can you work to deadlines?	<input type="checkbox"/>	<input type="checkbox"/>
5. Can you follow policies and procedures?	<input type="checkbox"/>	<input type="checkbox"/>
6. Are you able to communicate effectively?	<input type="checkbox"/>	<input type="checkbox"/>
7. Do you think you are a good listener?	<input type="checkbox"/>	<input type="checkbox"/>
8. Can you empathise other people's feelings?	<input type="checkbox"/>	<input type="checkbox"/>
9. Do you respect other people's values and beliefs?	<input type="checkbox"/>	<input type="checkbox"/>
10. Do you think privacy and dignity are everyone's right?	<input type="checkbox"/>	<input type="checkbox"/>
11. Do you want develop your own work skills through training?	<input type="checkbox"/>	<input type="checkbox"/>

Did you answer more with "yes" than you did with "no"?
If so, joining our team could be for you.



Our Homes - where are we:



There are lots of job roles available in the Future Care Group - including direct care and support roles.

This booklet should give you an overview of the type of work you could do within or group.

Visit www.futurecaregroup.com/careers to find out more about working in The Future Care Group.

Or call: 01684591555

Or email: recruitment@futurecaregroup.com

Follow or Like us on

Instagram: @thefuturecaregroup

Facebook: The Future Care group

Twitter: @futurecaregroup

Linkedin: Future Care Group



*"Your Future Matters,
Looking forward to growing together"*

Inspiring & enabling
people to live a
meaningful life



Future Care Group | 12 - 14 Langley Avenue | Surbiton
Surrey | KT6 6QL | t. 020 8390 3366

www.futurecaregroup.com