

PARTICIPATION MANAGER



Salary: £55,000 per annum

Location: South East
(hybrid working – regional travel required)

Contract: Permanent, full-time

Organisation: Home and Future
– South East Regional Care Cooperative

ABOUT HOME AND FUTURE

Home and Future is one of the first two **Regional Care Cooperatives (RCCs)** to be established in England, developed in the **South East** following a recommendation from the **Independent Review of Children's Social Care** led by Josh MacAlister.

We're an **independent, not-for-profit company** bringing together **19 local authorities** across the South East with one shared mission — to provide the **right local homes**, the **right support**, and the **right workforce** for our children and young people.

At the heart of Home and Future is a strong belief that **young people's voices must shape the services designed for them**. Our growing **Youth Participation Collaborative** brings together participation officers and young people from across the region to make sure those voices are heard, valued, and acted upon.

It's an incredibly exciting time to join us as we move from development into delivery — and we're looking for a passionate, skilled **Participation Manager** to help us take this work to the next level.

THE ROLE

As **Participation Manager**, you'll lead our regional approach to participation, helping to embed children and young people's voices at the heart of everything we do.

You'll build on the fantastic work already happening across our 19 local authorities — supporting collaboration, sharing best practice, and creating new ways for young people to shape the future of care across the South East.

A key part of your role will be to develop and support a **Young People's Shadow Board**, making sure it has the right structures, support, and governance so that young people can meaningfully influence our main Board and the direction of Home and Future.

This is a unique opportunity to help design something special — a model of youth participation that can inspire change regionally and nationally.

The post will report to the Lead Commissioning Manager.

ABOUT YOU

We're looking for someone who:

- » Is passionate about amplifying young people's voices and putting their experiences at the centre of decision-making.
- » Has experience leading participation, co-production, or youth engagement work — ideally within children's services or a related area.
- » Enjoys working collaboratively and building strong partnerships across different organisations.
- » Is an excellent communicator and facilitator, able to engage confidently with young people and professionals alike.
- » Understands safeguarding, inclusion, and how to create safe, empowering spaces for participation.

If you're creative, kind, and motivated by making a real difference for children and young people, this could be the perfect next step for you.

WHY JOIN US

- » Be part of one of the first Regional Care Cooperatives in the country.
- » Work alongside an inspiring network of young people and professionals who care deeply about improving outcomes.
- » Help shape a movement for change in the South East — providing the right local homes, support, and opportunities for every child.

TO APPLY:

Please send your **CV** and a short **supporting statement** telling us about your experience and what inspires you about this role to: **recruitment@homeandfuture.org.uk**

Closing date: 12noon on Monday 9th February 2026.

Interviews: to be held in London of 19th February 2026 - please make sure you can make this day.

JOB DESCRIPTION

– PARTICIPATION MANAGER

Job Title: Participation Manager

Salary: £55,000 per annum

Location: South East (hybrid working – with regional travel)

Contract: Permanent, full-time

Reports to:

Organisation: Home and Future – South East Regional Care Cooperative

1. INTRODUCTION TO HOME AND FUTURE

Home and Future is one of the first two **Regional Care Cooperatives (RCCs)** to be established in England, developed in the **South East** following a key recommendation from the **Independent Review of Children's Social Care** led by Josh MacAlister.

We are an **independent, not-for-profit company** bringing together **19 local authorities** across the South East to work collectively to transform the way we commission, develop, and deliver homes and care for children and young people.

Our purpose is to **create the right homes, the right support, and the right workforce** to improve outcomes for children and young people in our region.

Central to this mission is **youth participation**. We have already established a **Youth Participation Collaborative**, bringing together participation officers and young people from across all 19 authorities to ensure that children's voices and lived experiences are embedded at the heart of everything we do.

As we move into the next phase of development, we are committed to strengthening this work and ensuring young people are not only heard, but are active partners in shaping, designing, and governing Home and Future.

2. ROLE PURPOSE

The **Participation Manager** will lead the development and delivery of a comprehensive participation strategy for Home and Future, ensuring that children and young people's voices are central to our governance, operations, and decision-making.

This role will build on the existing collaborative participation work across the South East and drive forward a culture of authentic co-production, supporting both young people and professionals to work together to shape the future of care in our region.

A key focus will be the creation and development of a **Young People's Shadow Board** — ensuring that young people are meaningfully engaged in Home and Future's governance, with appropriate structures, safeguards, and support in place.

3. KEY RESPONSIBILITIES

STRATEGIC LEADERSHIP

- » Lead the design and implementation of Home and Future's **Youth Participation Strategy**, aligning it with organisational goals and regional priorities.
- » Champion the role of young people in influencing care design, commissioning, and workforce development.
- » Provide strategic leadership to the **Youth Participation Collaborative**, supporting collaboration across the 19 local authorities.

GOVERNANCE AND CO-PRODUCTION

- » Develop and implement the **Young People's Shadow Board**, establishing clear governance frameworks that connect young people's voices directly to the Home and Future Board.
- » Ensure robust mechanisms for feedback, accountability, and impact measurement in participation activities.
- » Facilitate the involvement of young people in key decision-making forums, consultations, and project design groups.

PARTNERSHIP AND COLLABORATION

- » Work in partnership with local authority participation leads, care-experienced young people, and wider regional partners to ensure a consistent and inclusive approach to participation.
- » Build relationships with national and regional bodies to share learning and raise the profile of youth participation in the South East.
- » Support the delivery of regional events, workshops, and campaigns that amplify young people's voices.

OPERATIONAL DELIVERY

- » Manage participation-related projects and budgets effectively, ensuring value for money and measurable outcomes.
- » Develop and deliver training and support for staff and young people on participation and co-production.
- » Oversee communication and engagement tools that enable young people to connect, share ideas, and influence practice across the region.

4. PERSON SPECIFICATION

EXPERIENCE

- » Proven experience leading youth participation or co-production programmes, ideally within children's services, education, or the voluntary sector.
- » Experience of working with care-experienced young people or within the care system.
- » Demonstrated ability to build partnerships across multiple organisations and sectors.
- » Experience of governance development and supporting youth-led or advisory boards.

SKILLS AND KNOWLEDGE

- » Strong understanding of youth participation principles, rights-based approaches, and co-production methods.
- » Excellent facilitation, communication, and interpersonal skills, with the ability to engage confidently with young people and senior stakeholders alike.
- » Ability to translate strategic goals into practical, deliverable actions.

- » Knowledge of safeguarding and risk management when working with children and young people.
- » Strong project management and organisational skills.

PERSONAL ATTRIBUTES

- » Passionate about amplifying the voices of children and young people and driving meaningful change.
- » Collaborative, creative, and inclusive approach to leadership.
- » Commitment to equality, diversity, and inclusion.
- » Flexible and resilient, able to work across a complex and evolving regional landscape.

5. ADDITIONAL INFORMATION

- » This role will require travel across the South East region.
- » An enhanced DBS check will be required.
- » Flexible and hybrid working arrangements are available.
- » Some out of hours or weekend work - to ensure all young people who want to can be part of Home and Future.

6. WHY JOIN HOME AND FUTURE?

This is a rare and exciting opportunity to play a leading role in one of England's first Regional Care Cooperatives. You'll be joining a passionate, innovative team committed to transforming outcomes for children and young people.

At Home and Future, you will have the opportunity to shape how participation is embedded within an ambitious new organisation — ensuring that the voices of children and young people are not just heard, but truly drive the work we do.

HOME
+
FUTURE