



Job Advert

JOB TITLE:	Soft Services Manager
CLOSING DATE:	Friday 11 th September 2026
START DATE:	ASAP
SALARY:	Full Time Equivalent Salary of £32,147 to £35,937 plus Local Government Pension Scheme
LOCATION:	The post holder will be located at the Oasis Restore site in Rochester – Sir Evelyn Road, ME1 3YB
WORKING PATTERN:	Full-time (Monday–Friday), with flexibility to support operational needs - 39 hours per week

-
- ***Are you passionate about making a difference in the lives of young people?***
 - ***Do you want to be a part of a values led, driven and innovative team developing the UK's first secure school?***

We are offering an exciting opportunity for someone with practical soft facilities management skills and experience in the cleaning and facilities industry to join a dedicated cleaning service at Oasis Restore, the first secure school in England. Oasis Restore represents a revolution in youth justice: an opportunity for children within the criminal justice system to experience a restorative environment that creates the potential for them to thrive in the future. We have dual registered as a 16-19 Academy and Secure Children's Home.

The role and what we are looking for?

The Soft Services Manager plays a crucial leadership role within the Facilities Team, responsible for ensuring a consistently high standard of cleanliness, hygiene, and presentation across the Restore campus. You will manage, motivate and coordinate the cleaning team that has recently been brought in-house as well as those staff recently appointed, oversee cleaning schedules, uphold regulatory compliance, and ensure that all soft-services cleaning functions operate efficiently and safely.

You will act as the primary point of contact for all cleaning-related property and estates matters, liaising with internal colleagues, senior leaders, external contractors, and service providers. You will support wider Estates operations, contribute to business continuity planning, and ensure that the environment remains safe, welcoming, and conducive to the wellbeing of children, staff, visitors, and volunteers.

The role exists within a secure academy trust, benefiting from the organisational learning in governance and leadership within a national academy trust. This role reports to the Facilities Manager who has responsibility for the school's maintenance and standards related to site and operations.

You and the team will work to support a team of specialists within education, care, and health and you will attend to all aspects of cleaning at Oasis Restore to ensure we achieve the highest quality standards in the Children's Homes Regulations and Guidance, the Social Care Common Inspection Framework and health and safety.

Our Secure School

Oasis Restore is the country's first secure school that is a proof-of-concept policy initiative funded by the Ministry of Justice (MoJ). Oasis Restore's mission is to transform the life chances of children aged 12-18 years in the criminal justice system through delivering psychologically informed, integrated practice that centres on trusted, safe relationships between staff and children. Oasis Restore is a learning community that embeds hope, stability, and opportunity for children beyond the secure school. To read more about us please visit our website www.oasisrestore.org.

Our offer to you

As a newly established subsidiary of the wider Oasis Charitable Trust, you enjoy the benefit of being part of national organisation that employs teachers, youth and community workers, volunteers and supports staff to reach their full potential. Oasis Restore is currently in the process of developing its long-term offer for staff, we are developing this in consultation with our leaders.

- A mixture of one to one and group reflective practise, coaching & supervision sessions as well as regular line management.
- Experience an Appraisal policy that decouples pay and performance.
- An elected staff forum to listen to, and act on staff feedback.
- Access to a competitive defined benefit pension scheme (either the Teachers Pensions Scheme or Local Government Pension Scheme subject to individual scheme rules).
- 33 days annual leave including bank holidays, rising to 35 days after two years.
- Subject to meeting basic eligibility criteria, be entitled to up to 8 weeks full-pay and 18 weeks half-pay paid maternity/adoption/shared parental leave (based broadly on the NHS Employers scheme).
- Subject to meeting basic eligibility criteria be entitled to up to 3 weeks fully paid paternity leave.
- Paid time off to attend antenatal appointments (those staff who are either pregnant or whose partner is pregnant)
- Have a structured and bespoke induction training plan
- Receive the same offer of sick leave pay (based broadly on the length of service in the national 'Green Book' framework) from Day 1 of employment.
- Up to 5 days discretionary paid compassionate/emergency/general leave plus further discretionary unpaid leave
- Up to 4 weeks paid parental bereavement leave plus up to 5 days paid bereavement leave for the death of other specified close relatives.
- Expenses and travel costs incurred as part of the working day (as appropriate, not including travel to work)
- Access to an eye care vouchers scheme, season Ticket Loans, a cycle to work scheme and free car parking.
- Access to a bespoke healthcare plan provided by Westfield Health.

What are you waiting for? Apply today

Like what you see? Make sure you download the Application Pack and fill out our application form along with the Equal opportunities form* and submit both documents to recruitment@oasisrestore.org before the below deadline.

Please email recruitment@oasisrestore.org to arrange a confidential phone call as soon as possible.

Closing Date: Friday 11th September (9am)
Interviews: TBC

Safeguarding and Pre-Employment Checks

We are committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment. All successful candidates will be subject to Disclosure and Barring Service checks along with other relevant employment checks including references and right to work checks. It is an offence to apply for a role if you are barred from engaging in regulated activity relevant to children.

This post is also covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent and spoken English is an essential requirement for this role.

Equality, Diversity, and Inclusion

At Oasis Restore we recognise that our team is strengthened by the knowledge, experience and insights people from a wide range of backgrounds can bring. These beliefs and values are underpinned by decades of work and experience that Oasis has had in a wide range of sectors including education, housing and youth-work supported further by a wide range of independent research and studies elsewhere which evidence that creating teams with diverse experience and perspectives, and encouraging healthy debate, reduces the risk of 'blind spots' that often form barriers to success.

Oasis Restore aim is to attract and retain the very best diverse talent and role models to help create an innovative, caring and extraordinary working environment for our staff, that enables us to deliver exceptional, caring and psychologically informed learning experience for our students. We would therefore like to encourage applications from people with varied skillsets, life experiences, and from different backgrounds and sectors to help shape Oasis Restore. If you can demonstrate some of the criteria and believe you have what it takes, then we'd love to hear from you.

Given the nature of our work we also welcome applications from candidates with the following lived experience:

- Experience of working successfully with challenging people who have multiple and complex needs.
- Personal experience of the criminal justice system, or lived experience of the issues facing this client group (i.e. involved in gangs or knife crime).
- Knowledge of the issues facing this client group, such as gangs, knife crime, social exclusion and isolation, child criminal exploitation, adverse childhood experiences and trauma.
- Ability to actively listen and motivate young people.
- Ability to be a positive role model, demonstrating the virtues of a crime-free life to young people.

We're also very happy to answer any questions you may have so please don't hesitate to get in touch at recruitment@oasisrestore.org.

*****The Equal Opportunities Form will not be shared with anyone involved in processing your application. Please complete this as part of the application process. Please note that if you have a disability and you require this form or submitting the information with regard to this form in another format, such as in larger print, please contact the People Services team.***

