



Registered Care Home Manager
Pembroke House
Gillingham, Kent
£DOE plus comprehensive benefits package
Permanent, 37 hours per week

Are you kind, approachable and friendly?

Can you make someone feel good about themselves, their life and their work?

Do you value the contribution made by every individual?

If so, you might be interested in joining us!

We are looking for someone who can combine their knowledge and expertise with a totally different but incredibly effective model of care; the Butterfly Approach Model to bring a compassionate, caring leadership approach to our incredible care team based at Pembroke House where we care for naval veterans and their families.

Pembroke House is a purpose-built care home for veterans of the Royal Navy and Royal Marines in Gillingham. We have been serving Royal Navy and Royal Marines veterans and their dependants for over 70 years. Our residents and staff enjoy a varied yet familiar way of life to encourage independence and give each day meaning and purpose. The home has a 'family-run' feel and we have carefully created a supportive, friendly and close-knit team, making it a unique and very special place to work.

Our care is based on the principle of family.

There are no uniforms here, no task focussed schedules or roles. Here we are all one team and when we step foot through the door, we become one family.

This role won't suit everyone. It is all about people, how they feel, how we want to make them feel and valuing the individuality of each of our family members whether they be a resident or staff member.

We are looking for a manager who can not only adopt the principles of the Butterfly Approach Model, but who can live it, breathe it and make it a reality for our teams, residents and stakeholders. You have to share the vision. Be adaptable, friendly, compassionate and above all kind.

Our basis for hiring for this role will be centred not just on capability and experience but also on your approach, fit and shared vision for our goals and objectives. We are looking for someone to come on the journey with us, who is looking for a long-term opportunity and who is happy to lean and grow with us!

The Job Role

The Registered Home Manager will lead and manage the day-to-day operations of the care home providing high-quality residential, nursing, and dementia care. The manager will ensure compliance with all relevant regulations and standards.

The manager will promote best practice in the home, implement the Meaningful Care Matters model of care and ensure adherence to The RNBT policies and guidelines. They will provide compassionate leadership, and ensure that all residents receive person-centred, dignified, and meaningful care. They will create a workplace culture for staff and volunteers which is open, supportive, inclusive and collaborative.

Pembroke House operates 365 days a year and so the postholder may be required to work across any 7 days of the week, sometimes at unsociable times and should the role require at night.

The full job description is available on request.

The Person

This role would suit someone who is naturally dependable, compassionate and trustworthy. They should be able to empathise with the needs of the residents, have patience and understanding and above all be kind and caring.

What we offer

In addition to a competitive salary, we offer a generous suite of benefits to our employees including:

- Mediacash Health Plan
- 6 weeks per annum pro-rata holiday
- 7% Employer Contribution Pension Scheme
- Cycle to Work Scheme
- Free on-site parking
- Eligibility for Blue Light Card

IMPORTANT: Applicants must have the legal right to work in the UK. We are not able to offer sponsorship for this position.

Closing date for applications is Friday 12 June 2026

If you are interested in applying, please submit your CV and cover letter as soon as possible to Careers@RNBT.org.uk If we receive suitable candidates, we may proceed to interview and appoint before the closing date.