



REDDO CIC · WE'RE HIRING

Head of Service

Build the future of children's services

£55,000 – £65,000

London & nine boroughs

Full time

Reports to the Managing Director

An exceptional opportunity for an entrepreneurial, operationally focused leader to shape the next phase of growth for one of the most innovative children's services organisations in the UK.

For over 10 years, Reddo has supported vulnerable children, young people and families — particularly those affected by neglect, abuse or crisis — across nine London boroughs. We're an agile team of 10 core staff and 30+ Associates, built around three assets:

ASSET 01

Reddo Staffing

Recruiting and placing family support workers across London boroughs.

ASSET 02

Reddo Hub

Our proprietary platform giving local authorities real-time visibility and reducing admin burden.

ASSET 03

Reddo Academy

CPD-accredited training that embeds learning into practice, not compliance box-ticking.

The impact you'll be part of

- Improve wellbeing and long-term outcomes for young people through person-centred support.
- Help local authorities meet statutory safeguarding duties while managing demand and cost.
- Free up social workers to focus on risk assessment, court work and complex safeguarding by taking on direct family work and home visits.
- Deliver system-wide impact — reducing long-term statutory costs and preventing placement breakdown.
- Track expenditure, social value and impact through market-leading performance reporting via Reddo Hub.

Why now?

Backed by experienced strategic advisers and social investment, Reddo is evolving from a founder-led business into a professionally governed organisation with ambitions to become a leading partner for local authorities across London and beyond. This role sits at the centre of that evolution — and of our growing relationships with major commissioners and funders.

The role

As Head of Service, you'll become the operational leader translating that ambition into reality — working closely with the Managing Director and Strategic Advisory Board (including Reddo's Founder) to take ownership of operational performance, lead a growing multidisciplinary team, and expand our relationships with local authority commissioners.

In this role you will:

- Be committed to Reddo's founding values, mission and long-term vision.
- Lead day-to-day delivery of our staffing services.
- Hold commercial responsibility for the staffing business.
- Ensure high-quality delivery, safeguarding compliance and effective performance management.
- Establish the systems a growing organisation needs: structured processes to onboard and train staff, mobilise teams, and onboard clients.
- Drive technology integration to improve productivity and outcomes.
- Harness service user insights and experiences to drive continuous service improvements.
- Oversee operational performance of Reddo Hub and Reddo Academy.
- Influence organisational strategy alongside product, technology, HR and governance colleagues.

"This is far more than a traditional service management role — it's for someone who enjoys building organisations, not simply maintaining them."

Who we're looking for

You'll combine strong operational discipline with an entrepreneurial mindset: solving problems, building systems, improving processes, and creating a culture of accountability, quality and continuous improvement — and, importantly, be good at building relationships with key stakeholders.

You'll be just as comfortable representing Reddo externally — developing trusted relationships with commissioners, supporting new business, and mobilising new contracts — as you are running the engine room.

What you'll bring:

- Deep understanding of children's social care and local authority commissioning.
- Track record leading operational teams, budgets and contracts.
- Experience developing partnerships and building scalable operating models.
- Genuine excitement about building a business, not just running a service.
- Strong analytical background, with strong problem-solving skills and a curious mindset.

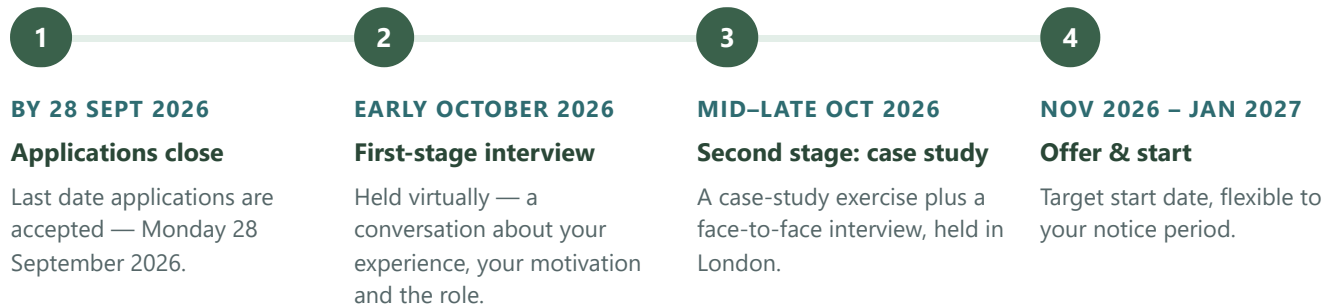
£55K – £65K

Salary range, dependent on experience.

Reddo's people commitments: holiday and sick pay for everyone, no zero-hours contracts, and access to funded therapy sessions.

Timeline & interview process

We review applications as they arrive and will keep you informed at every stage.



Help us build something special

An organisation combining commercial sustainability with meaningful social impact. Make a lasting contribution to one of the UK's most innovative providers of children's services and family support.

How to apply

Send your CV and a short covering note telling us why this role, and why now. We're happy to have an informal conversation first — just say so in your email.

APPLY TO

thierry@reddocares.org.uk



Reddo is committed to safeguarding and promoting the welfare of children and young people, and expects everyone who works with us to share that commitment. Appointment is subject to an enhanced DBS check, satisfactory references and proof of right to work in the UK. We welcome applications from people of all backgrounds and are committed to building a team that reflects the communities we serve.