

**ROLE PROFILE**

<b>JOB TITLE</b>	Youth Climbing Instructor	<b>SALARY:</b>	Up to £9.36 an hour dependent on experience
<b>REPORTING TO:</b>	Sports Co-ordinator	<b>HOLIDAYS:</b>	33 days including bank holidays (pro-rata)
<b>LOCATION:</b>	HideOut Youth Zone	<b>HOURS:</b>	Between 9 to 35 hours per week, evenings and weekends <b>*Multiple positions available</b>

**THE PERSON:** Do you want to use your sport and climbing experience to enable young people to learn new skills and access our indoor climbing wall? Do you enjoy helping young people overcome challenges and seeing them achieve? You will be passionate about ensuring all young people have a safe and fun experience when accessing the climbing wall

**KEY RELATIONSHIPS:** Young people and parents, Sports Co-ordinator, Head of Youth Work and HideOut Youth Zone’s staff, volunteers, partners and stakeholders

**HOW TO APPLY:** Please complete a HideOut Youth Zone Application Form ([www.hideoutyouthzone.org/vacancies/](http://www.hideoutyouthzone.org/vacancies/)) and email together with a copy of your up-to-date CV to [recruitment@hideoutyouthzone.org](mailto:recruitment@hideoutyouthzone.org).

Deadline for applications: 9am, Monday 16th March 2020

Interviews: Saturday 4th & Sunday 5th April 2020 (you must be available both days)



**JOB PURPOSE:**

Sports and outdoor pursuits, alongside the Arts and Youth Work, is at the heart of HideOut’s offer to young people. The sports and climbing offer at HideOut is wide ranging and as a member of the Sports team, you will be key in ensuring young people have access to an exciting and engaging programme of adventurous activities that will be challenging, stimulating, fun, engaging and developmental. You will ensure the climbing wall is well used and maintained to a high standard by offering young people safe, exciting and challenging routes to climb in a friendly and welcoming environment. You will provide supervision and advice to young people and support and guide members of HideOut Youth Zone’s staff and volunteers.

**CONTEXT OF THE POST:**

Manchester is a growing global City with a population of circa 550,000 people, including an estimated 140,000 children and young people aged 0-19 years old. The city has faced significant cuts to its youth and play services over the past decade and with rising disproportionate child poverty rates when compared nationally, children and young people need universal services that empower them, aid their personal and social development and provide positive opportunities more than ever. Manchester is bringing key cross sector stakeholders together including business, public and third sector leaders to develop and sustain a new world class Youth Zone in East Manchester.

OnSide Youth Zones, established in 2008, has been growing rapidly and has ambitious plans to create 100 Youth Zones in towns and cities, giving young people somewhere safe and inspiring to go in their leisure time. They are amazing places: accessible, vibrant, welcoming, fun and caring are just some of the words used by young people

to describe their Youth Zone. HideOut Youth Zone (opening in Spring 2020) will be no exception and is part of the OnSide network of Youth Zones.

Youth Zones give young people affordable access to a broad range of sport, arts and employability services, designed to help them lead active, positive lives and raise their aspirations for themselves and their community.

HideOut Youth Zone is centrally located, dedicated to young people and makes a bold statement about the importance of giving young people high quality places to go in their leisure time. Open 7 days a week including school holidays, the Youth Zone's purpose is to help young people grow to be happy, healthy and successful adults. The state-of-the-art £6.6 million building will provide young people with access to a range of activities, all offering young people the opportunity to try new things, meet new friends and gain support from friendly, warm and positive staff and volunteers. The facilities include a 3G pitch, gym, sports hall and recreation area, and dance, arts, music and media suites.

#### **DUTIES AND RESPONSIBILITIES - DETAILED**

- Together with the Sports Co-ordinator, develop and implement a climbing programme and outdoor events, ensuring we continue to develop and expand to meet the changing needs of our members
- The role is 100% face to face delivery with young people
- Carry out inductions for new users and then provide supervision on the climbing wall, promoting best practice and safe use for all young people
- To plan, co-ordinate and deliver a comprehensive climbing programme for young people, which will enable them to build their confidence, social skills and overall wellbeing
- Ensure the highest standards of health and safety are maintained in the climbing area and in any outdoor adventures. Monitor wall safety practices whilst working
- Ensure that all equipment necessary for each session is fit for purpose, including ropes, harnesses and belays. Ensure equipment is stored correctly and securely after completion of each session
- Carry out and log daily, weekly and monthly checks, reporting any defects or faults to the Sports Co-ordinator. Carry out remedial action where appropriate
- Assist with the route setting programme, settling routes/boulder problems as required
- Assist in the provision of risk assessments and report to the relevant Session Manager any accident or incident that requires attention, completing accident report forms as appropriate
- To deliver accredited awards such as NICAS and encourage motivate, encourage and support young people to participate fully in climbing sessions
- Keep up to date on policies or procedures required for the safe operation of the climbing wall.
- Ensure the climbing area is kept clean, tidy and clear of rubbish at all times
- To manage, support and coordinate sessional staffing requirements for outdoor adventure activities within NGB guidelines
- To promote and safeguard the welfare of children and young people at all times. To promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination
- To work with volunteers in sessions, coaching them to achieve their full potential within their given roles and monitoring their ability as climbing coaches
- Any other duties as may reasonably be required

#### **DUTIES AND RESPONSIBILITIES - GENERAL**

- Be a role model for young people and present a positive "can do" attitude
- Take personal responsibility for own actions
- Commit to a culture of continuous improvement
- Work within the performance framework of HideOut Youth Zone and OnSide
- Represent HideOut Youth Zone positively and effectively in all dealings with internal colleagues, and external partners
- Comply with all policies and procedures, with particular reference to safeguarding, codes of conduct health and safety and equality and diversity to ensure all activities are accessible
- Represent HideOut Youth Zone positively and effectively in all dealings with internal colleagues, and external partners
- To be alert to issues of safeguarding and child protection, ensuring the welfare and safety of Youth Zone members is promoted and safeguarded, and to report any child protection concerns to the designated Child Protection Officers using the safeguarding policies, procedures and practice (training to be provided)
- To assist with any promotional activities and visits that take place at the Youth Zone
- To actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership
- To adhere to HideOut Youth Zone policies at all times, with particular reference to Health and Safety, Safeguarding and Equal Opportunities

## PERSON SPECIFICATION

<b>Selection Criteria*</b> A = Application Form I = Interview T = Test/Personality Profile	<b>Essential or Desirable</b>	<b>Method of Assessment</b>
<b>Experience</b>		
Experience of working with groups of young people aged 8 to 19, or up to aged 25 with additional needs	Essential	A & I
Experience of working with young people from diverse backgrounds or those with additional needs	Essential	A & I
Experience of Climbing Instruction/ Outdoor Adventure management	Essential	A & I
Experience of conducting climbing wall and equipment safety checks	Essential	A & I
Extensive experience of delivering outdoor adventure activities to young people	Essential	A & I
Experience of working with/mentoring a team of volunteers	Essential	A & I
Experience of working with young people that have additional needs	Desirable	A & I
Experience of route setting	Highly Desirable	A & I
Experience of delivering the NICAS Award schemes	Desirable	A & I
<b>Qualifications</b>		
Climbing Wall Instructor Qualification (formally Climbing Wall Award) (or demonstrable experience of the ability to gain this qualification upon appointment) ** (formally Climbing Wall Award)	Essential	A
Single Pitch Award	Desirable	A
First Aid qualification	Essential	A
Foundation coach/BMC Fundamental's course	Desirable	A
RSA level 2 – Route Setter	Desirable	A
<b>Skills</b>		
Ability to deliver high quality Climbing activities with children and young people.	Essential	A & I
Able to work as part of a team and under own initiative	Essential	A & I
Able to manage challenging behaviour	Essential	A & I
Able to communicate effectively with young people, parents, team members and members of the public	Essential	A & I
Ability to work reactively to situations and change the programme/activity as needed.	Essential	A & I
Ability to engage and build positive relationships with young people, including disengaged and disadvantaged young people	Essential	A & I
Ability to coach, encourage, motivate and provide reliable support to young people	Essential	A & I
<b>Knowledge</b>		
Understand the principles of working with young people, the issues affecting their lives and knowledge of their needs	Desirable	A & I
Knowledge of health and safety and best practice in a climbing wall environment	Essential	A & I
Sound knowledge of outdoor adventure qualifications and the quality standards expected for the successful delivery of accredited outdoor adventure activities	Essential	A & I
<b>Special Requirements</b>		
A willingness to work unsociable hours	Essential	A & I
A willingness to cover events, holidays and staff absence	Essential	A & I
The ability and willingness to travel to events in the region and beyond	Essential	A & I
Enhanced DBS clearance and commitment to Safeguarding children	Essential	A & I

\*Selection criteria for guidance only, alternative methods may be used to assist the selection process


\*\*Logged climbs at a range of indoor centres, 10 led routes at Fr4 on walls.

HideOut Youth Zone is committed to safeguarding and promoting the welfare of children, young people and vulnerable groups. This post is subject to an enhanced DBS check.

We place huge value on equal opportunities and encourage applications from candidates of diverse backgrounds, communities and abilities. The one thing we all have in common is our desire to raise the aspirations of young people across the country.

For information regarding how HideOut Youth Zone and OnSide Youth Zones process your data, please visit [www.onsideyouthzones.org/applicant-privacy/](http://www.onsideyouthzones.org/applicant-privacy/)

# ON THE INSIDE YOUTH ZONES NETWORK VALUES



**YOUNG PEOPLE FIRST**

Young people are at the heart of everything we do, inspiring and challenging us to deliver services that exceed their needs and challenge them to be the best they can be.

## EXCELLENCE

We encourage ourselves and each other to be best we can be through continuous learning and improvement, and a focus on finding solutions.



**RESPECT**

We act with honesty and integrity, celebrating diversity across the whole organisation and caring about each other, our young people and the Youth Zone environment.



## AMBITIOUS

We are passionate and driven in taking on new challenges, embracing new ideas, and exceeding our ambitions for young people, the Youth Zones and our local communities.

**COLLABORATIVE**

We will create and nurture strong, creative partnerships, working together to achieve better results and outcomes for young people.

