

ROLE PROFILE

JOB TITLE	Youth Worker (Recreational/Youth Engagement and Activity Area)	SALARY:	Up to £9.36 an hour dependent on experience
REPORTING TO:	Recreation Area Lead	HOLIDAYS:	33 days including bank holidays (pro-rata)
LOCATION:	HideOut Youth Zone	HOURS:	Between 9 to 26 hours per week, evenings and weekends *Multiple positions available

THE PERSON: You will be a Youth Worker committed to working with and creating positive relationships with young people, with an ice breaker, game or challenge for every occasion. The recreation area is the heart of the Youth Zone and you will be passionate about creating a fun, positive, challenging and energetic environment, alongside facilitating conversations with young people to explore their views and express their opinions.

KEY RELATIONSHIPS: Young people and parents, Recreation Area Lead, 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/) and email together with a copy of your up-to-date CV to 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:

The recreation and activity area is the heart of HideOut’s offer to young people. The recreation offer is wide ranging and no day is ever the same. As a member of the team, you will be key in ensuring young people have access to an exciting and engaging programme, which could range from pool competitions to organising a debate on mental health or hosting an anti-bullying project. The possibilities are endless. The post holder will be responsible for creating a lively, dynamic, creative and fun-loving environment for all young people, whilst also creating space for young people to explore and discuss some of the big issues of the day and of course have FUN!

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 Junior Club Manager, Senior Club Manager and Rec Lead, develop and implement a recreational programme that is exciting, challenging and ever changing
- The role is 100% face to face delivery with young people
- To work directly with young people to develop their social skills
- To directly deliver a high-quality programme of activity that is exciting, safe, varied, innovative, developmental and directly responds to the diverse needs, concerns and interests of the members
- You will laugh, a lot at really rubbish jokes!
- To have great energy and establish positive relationships with young people, the wider youth work team and visitors to the Youth Zone
- To respond to the needs of young people through activities in the recreation area
- To support and motivate volunteers working in the recreation area
- To work flexibly to ensure the needs of the members are met, including disadvantaged young people and those with additional needs
- To ensure that the members maintain a high standard of behaviour and discipline during sessions by making the area a hub of activity and fun
- To ensure the participation of young people in activities and ensure that their ideas contribute fully in the delivery of activities in a safe way
- 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 promote and safeguard the welfare of young people at all times
- To be able to think on your feet and create a fun activity with minimal equipment
- Ability to enthuse others, including staff, volunteers and young people, making the environment fun and the place young people want to see
- To be able to make ten games up using just a ball or piece of rope!
- To be an active member of the team and operate in line with the values and principles of HideOut Youth Zone
- Carry out any other reasonable duties as requested by management

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 Safeguarding Lead 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

Selection Criteria* A = Application Form I = Interview T = Test/Personality Profile	Essential or Desirable	Method of Assessment
Experience		
Face to face activity delivery, working with young people both in groups and individually	Essential	A & I
Experience of delivering a range of informal, creative activities to young people	Essential	A & I
Experience of supporting young people who are disaffected, underachieving and / or have social / emotional barriers to participation	Essential	A & I
Experience of working in a team and alongside volunteers	Essential	A & I
Organising a programme of youth work activities	Desirable	A & I
Experience of working with challenging young people	Desirable	A & I
Residential work with young people	Desirable	A & I
Qualifications		
Introduction to Youth Work or Youth and Community Work Level 1.	Desirable	A
Skills		
A good sense of humour	Essential	A & I
Ability to engage and build positive relationships with young people, including the disengaged / disadvantaged	Essential	A & I
Ability to develop good professional relationships with young people and adults	Essential	A & I
Ability to work with young people to enable the development of their social education by providing activity programmes, services and facilities that are fun	Essential	A & I
Ability to be enthused by young people and others	Essential	A & I
Ability to coach, encourage, motivate and provide reliable support to young people	Essential	A & I
Ability to dynamic risk access	Desirable	A & I
Knowledge		
Understanding of issues affecting young people's lives	Essential	A & I
Knowledge of health and safety, diversity awareness and safeguarding best practice	Desirable	A & I
Special Requirements		
A willingness to work unsociable hours	Essential	A & I
A willingness to cover events, holidays and staff absence	Essential	A & I
Enhanced DBS clearance. Commitment to Safeguarding children	Essential	A & I
The ability and willingness to travel to events in the region and beyond	Essential	A & I


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

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/

ON-SIDE 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.

