

**ROLE PROFILE**

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|----------------------|---|------------------|---|
| <b>JOB TITLE</b>     | Youth Sports Worker – Multi Sports, Sport Hall and MUGA Pitch | <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<br><b>*Multiple positions available</b> |

**THE PERSON:** Do you love Sports and are you passionate about the role sports can play in changing young people's lives? Do you want to use your sports skills, knowledge and passion to give young people somewhere to go, something to do and someone to talk to? Are you as happy organising a game of dodge ball for young people who have never tried sports before, as you are supporting a basketball or football team to take part in their next tournament?

**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:**

To deliver an exciting programme of sports activities which will engage young people aged 8 – 19 years (up to 25 for those with additional needs) at HideOut Youth Zone. The sports 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 be involved in teaching the fundamentals of a single sport, or range of sports activities to young people, as well as facilitating taster sessions, competitions and challenges which build young people's engagement, skills and fitness levels. You will coach and develop teams and support volunteer sports coaches.

Within the Sports Team, we are looking for talented sports and fitness coaches to become part of a team with a wide range of skills, who are also passionate about working with young people. Ideally, you will have experience, or one or more level 2 specific coaching qualifications, from a National Governing Body.

**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**

- To work directly with young people to plan, lead and deliver safe, fun and structured sports / fitness sessions within HideOut Youth Zone, which are progressive and reflect the needs of young people
- The role is 100% face to face delivery with young people
- To contribute to a sports / fitness programme that is high quality and meets the needs of the young people, including young people with additional needs and young people who typically don't engage in sports
- To support a sports / fitness programme that contributes to the wider youth work agenda, supporting the development of young people
- To confidently manage and establish positive relationships with groups of young people
- To complete all monitoring information required for impact measures, to encourage feedback from young people taking part in activities and to share this with the staff team regularly.
- To work with young people from a range of backgrounds and with a range of needs
- Effectively communicate at all levels, orally and in writing
- To work alongside other team members and provide guidance and support to young leaders and volunteers
- To attend regular training and development sessions and events where required
- To deliver leadership awards to young people and co-ordinate volunteering opportunities in sports / fitness activities
- To encourage attendance in sports / fitness activities, particularly by young people who do not usually participate in sport / fitness
- To assist in identifying talented young people and encourage further development
- To maintain current knowledge of relevant National Governing Body programmes, policies and practices
- To promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination
- 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
- 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

| <b>Selection Criteria*</b><br>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 age 25 with additional needs  | Essential                     | A & I                       |
| Experience of working with young people from diverse backgrounds and with challenging needs  | Essential                     | A & I                       |
| Experience of delivering a wide range of sports or activity sessions   | Essential                     | A & I                       |
| Experience of delivering events / competitions   | Desirable                     | A & I                       |
| Experience of working with young people with additional needs  | Desirable                     | A & I                       |
| Experience of team working and alongside volunteers  | Essential                     | A & I                       |
| <b>Qualifications</b>  |                               |                             |
| Level 2 NGB Coaching certificate in one or more disciplines  | Essential                     | A                           |
| First Aid Qualification  | Desirable                     | A                           |
| Additional Level 1 or above National Governing Body Award  | Desirable                     | A                           |
| <b>Skills</b>  |                               |                             |
| Ability to deliver high quality sports programmes with young people who face social exclusion, disadvantage and disaffection and manage such a group | Essential                     | A & I                       |
| Able to work as part of a team and under own initiative  | Essential                     | A & I                       |
| Able to support the planning and evaluation of programmes of activity, including production of session plans and programmes reports                  | Essential                     | A & I                       |
| Able to communicate effectively with young people, parents, team members and members of the public   | Essential                     | A & I                       |
| Able to deliver within an equal opportunity's framework  | 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                                | Essential                     | A & I                       |
| Knowledge of health and safety, diversity awareness and safeguarding best practice   | Essential                     | A & I                       |
| Basic knowledge of sports pathways   | Desirable                     | 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                       |
| Enhanced DBS clearance and 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/](http://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.

