



## YOUTH WORK MANAGER - JUNIORS (aged 8-12)

<b>JOB TITLE:</b>	Youth Work Manager - Juniors (aged 8-12)	<b>SALARY:</b>	£26,626 to £28,917 dependent on experience
<b>REPORTING TO:</b>	Deputy Head of Youth Work	<b>HOLIDAYS:</b>	33 days including bank holidays
<b>LOCATION:</b>	HideOut Youth Zone	<b>HOURS:</b>	40 hours per week (including evenings & weekends)
<b>KEY RELATIONSHIPS:</b> Young people and parents, Head & Deputy Head of Youth Work and HideOut Youth Zone staff, volunteers, partners and stakeholders			
<b>RESPONSIBLE FOR:</b> Youth Work Managers which may include Inclusion Youth Work Manager & Deputy Youth Work Manager			

### A BIT ABOUT HIDEOUT

Now three years into its delivery and open 7 days a week, including school holidays, HideOut Youth Zone's purpose is to help young people grow to be happy, healthy and successful adults. Our state-of-the-art £6.6 million building provides young people with somewhere to go, something to do and someone to talk to. Facilities include a 3G pitch, climbing wall, gym, sports hall and recreation area, and dance, arts, music and media suites. As HideOut moves into the next stage of its journey, the next three years will see the evolution of the delivery, facilities and opportunities for young people across Manchester.

### WHAT IS THE ROLE?

As a senior member of the delivery team, you will be responsible for HideOut's Junior Club offer (young people aged 8-12), ensuring there is a high-quality, creative, and fun programme in place which focuses on the needs of young people. Your role will ensure the programme is in line with HideOut's aspirations to provide young people with the best possible experiences and opportunities.

You will be passionate about putting young people first and will successfully lead a team of youth workers and volunteers in a fast-paced environment to deliver open access youth provision to hundreds of young people on a weekly basis, impacting thousands over the year. You will oversee the team in delivering a range of activities set to inspire young people to express themselves through informal learning and gaining skills for life.

As well as leading weekly open access provision, you will also be responsible for working closely with the Deputy Youth Work Manager on delivering HideOut's Holiday programme which runs during school holidays for our Junior members.

As well as leading the Junior Club provision and supporting Holiday Club provision, you will at times be required to work across all areas of the Youth Zone. This would see you at times supporting other sessions within the Youth Zone (Senior Club and Sunday Club), ensuring you understand the entire Youth Zone provision and ensuring the transition of Juniors to Senior Club is a smooth and effective process.



## WHAT WILL I BE DOING?

- Ensuring there is an exciting range of activities on offer for young people aged 8-12
- Duty managing a team of staff to deliver a safe programme of activities that meet the needs of the current membership
- Leading on the development, implementation and review of the of the Junior Club offer by:
  - Coordinating input and ownership from the wider staff team and young people including the Sport, Arts, Inclusion and Enterprise Youth Work Managers, resulting in a diverse offer which responds to the needs and interests of young people
  - Ensuring that there is a clear path in place for young people to transition from the Junior Club to the Senior Club; by working closely with the Senior Youth Work Manager to achieve this
  - Ensuring the programme is safe, creative, fun, challenging and contributes toward the development and growth of young people, in particular confidence, social skills, resilience, health and aspiration
  - Ensuring the programme is varied in nature, making full use of the Youth Zone's facilities and the diverse skill set of the staff team, ensuring the offer includes the arts, sports, issue-based work, enterprise, support, advice and guidance and much more
  - Ensuring regular review and evaluation of the programme including capturing the outcomes and positive impact, recording soft and hard outcomes
  - Presenting case studies and celebrating the achievements of young people
  - Ensuring high reach and engagement across the Junior Club, achieving and exceeding KPI's set by the Board, Chief Executive and Head of Youth Work including for example membership, attendance and representation of the local community.
- Leading the delivery team on sessions providing:
  - Clear hands-on leadership, role modelling and coaching to ensure high standards of delivery are maintained
  - Clear structure, planning and purpose to underpin every session with clear session briefs and debriefs
  - Leading on safeguarding (working closely with the DSL) and behaviour management during sessions to ensure HideOut Youth Zone is a welcoming environment for all young people
  - Maintaining compliance with safe working practices to ensure the safety of young people
- Managing the Junior Club budget and other resources effectively to maximise the benefits to young people
- Developing effective joint working with schools and other agencies to ensure a holistic approach in service delivery to young people including representing the Youth Zone at meetings with partner agencies
- As a key holder, responsibility for the close down and opening up of the Youth Zone as required
- Supporting across the whole Youth Zone offer as required which takes place every evening, weekend and during school holidays and will occasionally include residential work
- Carrying out any other reasonable duties as requested by the Senior Leadership Team.

## WHAT ELSE WILL I NEED TO DO?

- Take a lead role in ensuring the safeguarding of young people by ensuring that you fully understand and implement all the roles and responsibilities in relation to Safeguarding Children and Young People
- Be a role model for young people and present a positive "can do" attitude
- 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 as safe as possible and accessible
- To assist with any promotional activities and visits that take place at the Youth Zone, positively contributing towards increasing Youth Zone membership.

## PERSON SPECIFICATION

Selection Criteria*	Essential or Desirable	Method of Assessment
A = Application Form I = Interview		
<b>Experience</b>		
Proven experience of working with young people aged 8 to 12 in a range of settings	Essential	A & I
Proven experience of engaging vulnerable, disengaged or hard to reach young people	Essential	A & I

<b>Selection Criteria*</b> A = Application Form I = Interview	<b>Essential or Desirable</b>	<b>Method of Assessment</b>
Experience of managing a staff team including volunteers	Essential	A & I
Experience of dealing with safeguarding issues within a multi-agency setting	Essential	A & I
Experience of organising and delivering a programme of youth work activities in an open access setting	Essential	A & I
Experience of work with those with disabilities and/or additional needs	Desirable	A & I
Experience of monitoring and evaluation processes	Desirable	A & I
Experience managing budgets	Desirable	A & I
<b>Educational / Vocational Qualifications</b>		
GCSE or equivalent literacy and numeracy	Desirable	A
A professional youth work qualification	Desirable	A
A management or leadership qualification	Desirable	A
<b>Skills</b>		
Excellent communication skills to deliver activity programmes to a wide range of young people	Essential	A & I
Ability to motivate and engage staff, volunteers and young people through sessional work	Essential	A & I
Strong commitment to young people and ability to engage and build positive relationships with disengaged young people	Essential	A & I
Ability to establish good professional relationships with young people, adults and partner agencies/organisations	Essential	A & I
Ability to manage and organise several tasks at a time	Essential	A & I
Ability to take initiative as part of a team, and lead a team	Essential	A & I
IT literate	Essential	A & I
<b>Knowledge</b>		
Understanding the challenges faced by young people and issues facing their lives	Essential	A & I
Understanding of youth work theory and practice	Essential	A & I
An understanding of safeguarding and current policies/initiatives	Essential	A & I
A wide ranging "toolbox" of youth work/ Play work resources, activities and challenges to impart to the delivery team	Desirable	A & I
<b>Special Requirements</b>		
A willingness to work regular evenings and weekends	Essential	I
A willingness to cover events, holidays and staff absence	Essential	I
DBS clearance and committed to Safeguarding children	Essential	A & I
The ability and willingness to travel to meetings and events both in the area and beyond	Essential	A & I

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

## ADDITIONAL INFORMATION

This role is a full-time role based at HideOut Youth Zone (Gorton, East Manchester).

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.

The strength of HideOut and the OnSide network of Youth Zones is the diversity of its people; 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.

We particularly encourage applications from people groups who are currently under-represented in our workforce, including those from South Asian heritage and their diasporas.

For information regarding how OnSide Youth Zones process your data, please visit

[www.onsideyouthzones.org/applicant-privacy/](http://www.onsideyouthzones.org/applicant-privacy/)



# OUR 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 the 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.

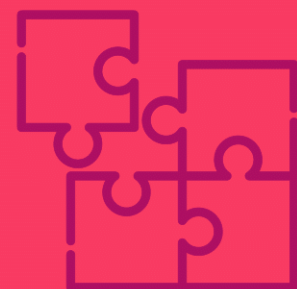


## AMBITION

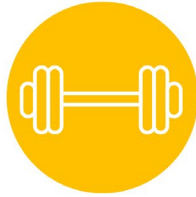
We are passionate and driven in taking on new challenges, embracing new ideas and exceeding our ambitions for young people, the Youth Zones and our local communities.

## COLLABORATION

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



# **BENEFITS OF WORKING FOR HIDEOUT YOUTH ZONE**



**Onsite Fitness  
Gym & Boxing  
/ MMA Suite**



**33 Days  
Annual Leave  
Pro-Rata**



**Secure  
Cycle Store**



**Branded  
Workwear**



**Queen  
Bee's Cafe**



**Flexible  
Working**



**Learning and  
Development  
Opportunities**



**Partnership  
Working**



**Working with  
Like-Minded  
People and  
Cultures**



**Company Sick  
Pay and  
Enhanced  
Maternity Leave**



**Pension  
Scheme**



**Living Wage  
Employer**

## **Employee Assistance**

### **Programme**



**HideOut's Employee Assistance Programme provides free and confidential support for our employees on a wide-range of topics, such as:**

- Unlimited telephone support (24/7) with calls answered by experienced in-house counsellors, legal and financial specialists
- Structured counselling over the phone, via live chat, email, or in person (up to 6-sessions)
- Family advice line on topics such as childcare & eldercare
- Legal information services including debt & financial information
- Critical incident and trauma support
- Occupational health services
- Crisis support
- "My Healthy Advantage" smartphone app and online personalised wellbeing portal, including videos, webinars, mini health checks and health coaching
- Coverage for dependents (partner/spouse and children aged 16-24) within HMRC guidelines
- Support for line managers
- BrightTV and Wellbeing podcasts