



## YOUTH CLIMBING INSTRUCTOR

<b>JOB TITLE:</b>	Youth Climbing Instructor	<b>SALARY:</b>	£10.90 per hour (Living Wage Employer)
<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>	Please see available shift times on our vacancies page

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

### A BIT ABOUT HIDEOUT

Now two 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?

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.

### WHAT WILL I BE DOING?

- Together with the Sports Co-ordinator, developing and implementing 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
- Carrying out inductions for new users and then providing supervision on the climbing wall, promoting best practice and safe use for all young people
- Planning, co-ordinating and delivering a comprehensive climbing programme for young people, which will enable them to build their confidence, social skills and overall wellbeing
- Ensuring the highest standards of health and safety are maintained in the climbing area and in any outdoor adventures. Monitoring wall safety practices whilst working.
- Ensuring that all equipment necessary for each session is fit for purpose, including ropes, harnesses and belays. Ensuring equipment is stored correctly and securely after completion of each session.



- Carrying out and log daily, weekly and monthly checks, reporting any defects or faults to the Sports Co-ordinator. Carrying out remedial action where appropriate.
- Assisting with the route setting programme, settling routes/boulder problems as required
- Assisting 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
- Delivering accredited awards such as NICAS and encouraging motivating, and supporting young people to participate fully in climbing sessions
- Keeping up to date on policies or procedures required for the safe operation of the climbing wall
- Ensuring the climbing area is kept clean, tidy and clear of rubbish at all times
- Managing, supporting and coordinating sessional staffing requirements for outdoor adventure activities within NGB guidelines
- Promoting and safeguarding the welfare of children and young people at all times. Promoting cultural cohesion and inclusion and proactively challenge any prejudice and discrimination
- Working with volunteers in sessions, coaching them to achieve their full potential within their given roles and monitoring their ability as climbing coaches.

## WHAT ELSE WILL I NEED TO DO?

- 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
- 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)
- Assist with any promotional activities and visits that take place at the Youth Zone
- Actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership.

## PERSON SPECIFICATION

Good candidates for this will possess the following skills, knowledge, experience and personality.

Selection Criteria*	Essential or Desirable	Method of Assessment
A = Application Form I = Interview T = Test/Personality Profile		
<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 team work and working alongside 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

<b>Selection Criteria*</b> A = Application Form I = Interview T = Test/Personality Profile	<b>Essential or Desirable</b>	<b>Method of Assessment</b>
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.

## ADDITIONAL INFORMATION

The role is part-time and based at HideOut Youth Zone in 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.

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

# ONSIDE 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.

A green rectangular box containing white silhouettes of four diverse young people (two girls and two boys) standing side-by-side. Below the silhouettes, the text 'YOUNG PEOPLE FIRST' is written in large, bold, white capital letters. Underneath that, a smaller paragraph of white text explains the value.

## 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.

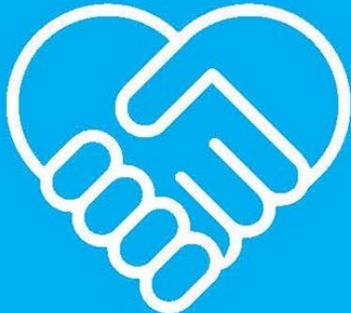
A pink rectangular box containing a white line-art icon of two hands holding a heart. To the right of the icon, the text 'RESPECT' is written in large, bold, black capital letters. Below it, a paragraph of black text describes the value.

## 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.

A blue rectangular box containing the text 'COLLABORATIVE' in large, bold, black capital letters. Below it, a paragraph of black text describes the value. To the right of the text is a white line-art icon of two hands shaking.

# **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**



**Part of a wider network**



**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



An **onSide** Youth Zone