## Role Profile

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| **Job title** | Recreational Area Lead Youth Worker | **Salary:** | £18,000 - £20,000 |
| **Reporting to:** | Youth Work Manager | **Holidays:** | 33 days including bank holidays |
| **Location:** | Inspire Youth Zone | **Hours:** | 40 hours per week (including evenings & some weekends) |
| **Key Relationships:** | Chief Executive, Fundraising Development Manager; Head of Youth Work, Volunteer & Training Manager; Other Youth Zone staff, OnSide, External Stakeholders, Young People, Parents. | | |

**Job Purpose:**

To manage Inspire Youth Zone’s open access recreational area which is at the very centre of the Youth Zone, where every young person enters and spends time in at some point every visit! The role requires the creation of a space that is warm, welcoming, active and full of life and challenge. The post holder will be responsible for creating a lively, dynamic, creative and fun-loving environment for all young people aged 8 – 19 years old.

**Context of the post:**

Youth Zones are amazing places: accessible, vibrant, welcoming, fun and caring are just some of the words used by young people to describe their Youth Zone. Youth Zones are for young people aged 8 to 19, and up to 25 for young people with additional needs. Inspire is part of the growing OnSide network alongside Bolton, Blackburn, Manchester, Oldham, Carlisle, Wigan and Wolverhampton.

Inspire is centrally located in Chorley town centre, dedicated to young people making a bold statement about the importance of giving young people high quality places to go in their leisure time and has big ambitions to be a flagship for quality youth provision. Open 7 days a week, at weekends and during 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 £5 million building provides 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, a gym, sports hall and recreation area, and dance, arts, music and media suites.

**Duties and Responsibilities - General**

* Be a role model for young people and present a positive “can do” attitude
* To make the recreational area a fun and vibrant area of work for young people and staff
* Take personal responsibility for own actions
* Commit to a culture of continuous improvement
* Work within the performance framework of Inspire Youth Zone and OnSide
* Represent Inspire 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 Inspire 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

**Duties and Responsibilities - Detailed**

* To manage the recreation area at Inspire Youth Zone and effectively plan and manage off-site activities
* To line manage the Youth Zone recreation team, providing effective and inspiring leadership, ensuring staff feel supported and encouraged to try new things and ensure members have a great time,
* To effectively plan and manage resources (including staff and volunteers), ensuring a fun, exciting and dynamic environment, adaptable to the needs of members on session
* To work directly with children and young people to develop their social skills and build their confidence by delivering programmes of activities and services;
* To have great energy to establish positive relationships with young people, the wider youth work team and visitors to the Youth Zone
* To develop monthly themes which will run throughout the rest of the youth zone
* To take a lead on planning and carrying young people’s events at Inspire Youth Zone
* To develop local school partnerships in the Chorley Borough
* To work with local schools in the Chorley community and undertake any promotional events within these
* To work flexibly to ensure the needs of the members are met, including disadvantaged children and young people and those with disabilities or additional needs
* To be able to make ten games up using just a ball or piece of rope!
* To ensure the participation of young people in activities and that their ideas contribute fully in the delivery and evaluation of activities;
* To promote and safeguard the welfare of children and young people at all times;
* To provide occasional cover as session lead
* To be an active member of the team and operate in line with the values and principles of Inspire Youth Zone.
* Carry out any other reasonable duties as requested by management

**Person Specification**

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|  | **Essential** | **Desirable** |
| **Experience** | | |
| Face to face activity delivery, working with children and young people (aged 8 plus) both in groups and individually | ✓ |  |
| Managing a sessional staff team |  | ✓ |
| Experience of delivering sports and / or arts activities and / or targeted personal development programmes | ✓ |  |
| Experience of supporting young people who are disaffected, underachieving and / or have social / emotional barriers to participation | ✓ |  |
| Experience of working in a team and alongside volunteers | ✓ |  |
| Organising a programme of youth work activities |  | ✓ |
| Experience of working with challenging young people |  | ✓ |
| Residential work with young people |  | ✓ |
| **Skills and Abilities** | | |
| Strong commitment to children and young people and an ability to engage and build positive professional relationships with all young people, including disengaged and disadvantaged young people | ✓ |  |
| Leadership skills, including coaching, communication and line management | ✓ |  |
| Ability to work with young people to develop their social education by providing programmes of activities, services and facilities that are fun and enable young people to develop | ✓ |  |
| Ability to coach, encourage, motivate and provide reliable support to children and young people | ✓ |  |
| Confident in managing a group of children and young people | ✓ |  |
| Ability to deliver high quality activity programmes with children and young people who face social exclusion, disadvantage and disaffection | ✓ |  |
| Ability to identify and challenge discrimination and discriminatory behaviour, taking appropriate action as necessary | ✓ |  |
| Excellent written and verbal communication skills | ✓ |  |
| **Knowledge and Understanding** | | |
| Understanding of the principles of working with children and young people | ✓ |  |
| Understanding of issues affecting young people’s lives | ✓ |  |
| Knowledge of health and safety, diversity awareness and safeguarding best practice and how these relate to children and young people | ✓ |  |
| Delivery of activities within an equality framework | ✓ |  |
| **Qualifications** | | |
| Introduction to Youth Work or Youth and Community Work NVQ / VRQ Level 1 or Level 1 Sports Leaders Award |  | ✓ |
| **Personal Qualities** | | |
| Positive, enthusiastic and high energy | ✓ |  |
| Punctual and reliable | ✓ |  |
| Commitment to personal and professional development | ✓ |  |
| A flexible attitude to work and a willingness to perform a variety of duties to ensure an efficient and effective service | ✓ |  |
| Willing and able to work in the evenings, at weekends and in a residential setting | ✓ |  |
| DBS clearance and committed to Safeguarding children | ✓ |  |

**Inspire 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 the OnSide Youth Zone is the diversity of its people, we place huge value on different people doing things in different ways and we welcome applications from what might be considered none traditional backgrounds. The one thing we all have in common is our desire to raise the aspirations of young people across the country.**

