## Role Profile

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| **Job title** | Climbing Instructor | **Salary:** | £9.00 per hour |
| **Reporting to:** | Sports Coordinator | **Holidays:** | 33 days including bank holidays pro rata |
| **Location:** | Inspire Youth Zone - Chorley | **Hours:** | Evenings and weekends on a regular rota. |
| **Key Relationships:** | Sports Coordinator, Area Coordinators, volunteers, young people, parents and local partners. | | |

**Job Purpose:**

Sports and outdoor pursuits, alongside the Arts and Youth Work is at the heart of Inspire’s offer to young people. The sports/outdoor offer at Inspire, 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 and outdoor education 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 to supporting members of staff.

**Context of the post:**

Youth Zones are amazing places: accessible, buzzing, welcoming, fun and caring are just some of the words used by young people to describe their Youth Zone. Inspire Youth Zone, which is opening in April 2018 will be no different. Youth Zones are for young people aged 8 to 19, and up to 25 for young people with additional needs. Inspire Youth Zone is part of the growing OnSide network alongside Bolton, Blackburn, Manchester, Oldham, Carlisle, Wigan, Wolverhampton and Wirral.

Inspire Youth Zone is centrally located, 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 £4.8 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, a gym, sports hall and recreation area, and dance, arts, music and media suites.

**Duties and Responsibilities - General**

Support the Vision, shape the culture and embed the following values of Inspire Youth Zone.

* **Genuine**
* **Organised**
* **Inspirational**
* **Challenging**
* **Adaptable**

**And Also**

* 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 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
* This role is evenings and weekends.

**Duties and Responsibilities - Detailed**

* Together with the Sports Coordinator, develop and implement 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.
* Carry out inductions for new users, and then provide supervision on the climbing wall, promoting best practice and safe use by users.
* To plan, coordinate and deliver a comprehensive climbing programme for young people which will enable them to build their confidence, social skills and overall wellbeing.
* Ensure the highest standards of health and safety are maintained in the climbing area and in any outdoor adventures, and monitor wall safety practices whilst working.
* Ensure that all equipment necessary to set up a session is fit for purpose including ropes, harnesses and belays and stored correctly and securely after completion of a session.
* Carry out and log daily, weekly and monthly checks, reporting any defects or faults to the Sports Coordinator. Carry out remedial action where appropriate.
* Assist with the route setting programme, settling routes/boulder problems as required.
* Assist 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.
* To deliver accredited awards such as NICAS and encourage motivate, encourage and support young people to participate fully in climbing sessions.
* Keep up to date on policies or procedures required for the safe operation of the climbing wall.
* Ensure the climbing area is kept clean, tidy and clear of rubbish at all times.
* To manage, support and coordinate sessional staffing requirements for outdoor adventure activities within NGB guidelines.
* To promote and safeguard the welfare of children and young people at all times. To promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination.
* To work with volunteers in sessions, coaching them to achieve their full potential within their given roles and monitoring their ability as climbing coaches.
* Any other duties as may reasonably be required

**Person Specification**

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| **Selection Criteria\***  A = Application Form I = Interview T = Test/Personality Profile | **Essential or Desirable** | **Method of Assessment** |
| **Experience** | | |
| Experience of working with groups of young people aged 8-19 | Essential | A & I |
| Experience of working with young people from diverse backgrounds and 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 working with/mentoring a team of volunteers | Essential | A & I |
| Experience of working with young people with additional needs and disabilities | Desirable | A & I |
| Experience of route setting | Highly Desirable | A & I |
| Experience of delivering the NICAS Award schemes | Desirable | A & I |
| **Qualifications** |  |  |
| Climbing Wall Award | Essential | A |
| 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 |
| **Skills** |  |  |
| 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 children and young people | Essential | A & I |
| **Knowledge** |  |  |
| Understand the principles of working with children and 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 |
| **Special Requirements** |  |  |
| A willingness to work unsociable hours when required | Essential | A & I |
| The ability and willingness to travel to events in the region and beyond | Essential | A & I |
| DBS clearance and committed to Safeguarding children | Essential | A & I |

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

**Inspire Youth Zone is committed to safeguarding and promoting the welfare of children, young people and vulnerable groups.**

**OnSide Youth Zones Values**

As a Youth Zone community our values provide us with cohesion as a group. We celebrate our differences; however, these values help ensure our actions, behaviour and motivations as colleagues and volunteers reflect our shared vision.

1. **Serving Young People**

* Focus on serving young people
* Continuous improvement in the service we offer
* Building relationships

We are dedicated to the development of young people and shall always strive to provide them with an environment and activities that will best inspire and develop them; that can deliver the ‘wow’ factor and leave a lasting impression.

We shall work to high standards and go the extra mile to build strong, positive relationships with young people. We welcome all young people as they are, and support them to make good decisions, ensuring their changing needs remain at the heart of our services.

1. **Can-Do Approach**

* Getting results
* Motivating others
* Determination

We shall deliver exceptional results through our passion and energy, pushing the bar higher. We will encourage ourselves and others to take on new challenges, whilst offering support and seeking advice at times, with a real pride in what we do.

We must be resilient and determined to achieve our goals. We all understand that sometimes we will not get there but often we will achieve spectacular success.

**3. Teamwork**

* Openness
* Supporting others
* Valuing and respecting others

In our network every job and volunteer role is important. We value each person and his or her job as much as we value our own. We recognise the efforts of others, whether seen or unseen. We strive to be a team of high quality coaches; sharing our experience and best practice across the network and in turn benefiting from the experience of others.

We should encourage different views to our own, and support colleagues in their decisions irrespective of their outcome. We should be able to challenge colleagues openly, speaking up on controversial issues without fear. Therefore, our relationships will develop with each other based on trust, respect and dignity.

**4. Doing it Right**

* Acting with integrity
* Constant personal improvement
* Developing others

We are passionate about doing it right and are happy to seek specialist help when needed. We will train and be trained.

We encourage learning and development and will achieve ever-increasing personal competence resulting in a culture of constant improvement and professionalism.

**5. Innovation Friendly**

* Innovative environment
* Individual creativity

We want to provide an environment that generates innovative ideas and solutions; we are trailblazers. We wish to encourage employees, volunteers and young people to experiment with process and service provision.

We want an environment where innovation and creativity can flourish. We want a network where there is the freedom for individuals to think differently.