



## SESSIONAL YOUTH WORKER (CLIMBING INSTRUCTOR)

**Job Title:** Sessional Youth Worker  
(Climbing Instructor)

**Reporting to:** Outdoor Sports Coordinator

**Location:** Salford Youth Zone (Pendleton)

**Hourly Rate:** £12.60 p/h (Real Living Wage)

**Holidays:** 33 days including bank holidays (pro-rata)

**Hours:** Various contracts available.

**Key Relationships:** Young people, parents & guardians, Senior Manager, Junior Manager, Deputy Youth Work Manager, Employability & Projects Manager, Creative Coordinator, Sport Coordinator, Inclusion Coordinator, Outdoor Education & Adventurous Activity Coordinator, Head of Youth Work and Salford Youth Zone's staff, volunteers, partners and stakeholders

## EMPOWER YOUTH ZONES

Empower Youth Zones is the umbrella charity that currently oversees operations of the award-winning youth charity based in Manchester, HideOut Youth Zone, which opened in 2020 and will operate the new Salford Youth Zone (SYZ), due to open Spring / Summer 2025

SYZ's state-of-the-art building will provide young people with somewhere safe to go, something positive to do and someone trusted to talk to, with facilities that include outdoor 3G and MUGA pitches, climbing wall, gym, boxing and mixed martial arts area, sports hall gaming and recreation area, dance, arts, music and media suites.

The two Youth Zone's will sit within the Onside network; a growing number of Youth Zone's across the UK which are funded, built, supported and launched by the national charity, Onside.

It is Empower Youth Zone's vision to ensure all young people grow to lead happy, healthy, safe and successful lives.

## ABOUT SYZ

The role is based at Salford Youth Zone.

Set to open its doors in 2025, SYZ is a dedicated charity for Salford's young people, set up to give them the opportunity to discover their passion and their purpose.

SYZ will open 7 days a week, offering a free hot meal and over 20 activities every night for just 50p per visit for young people aged 8-19, or up to 25 for those with an additional need or disability. Facilities include a 3G pitch, climbing wall, gym, sports hall and recreation area, and dance, arts, music, and media suites.

Salford Youth Zone is at the very beginning of its Youth Zone journey and we look forward to providing young people from a diverse range of backgrounds the opportunity to make friends, develop new skills, unlock their potential and have fun.

## WHAT IS THE ROLE

Sports and outdoor pursuits, alongside the Arts and Youth Work, will be at the heart of Salford Youth Zone offer to young people. The sports and climbing offer at Salford will be 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 Salford Youth Zone's staff and volunteers.

## WHAT WILL I BE DOING?

- Together with the Outdoor Sports Co-ordinator, 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 for all young people
- To plan, co-ordinate 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. Monitor wall safety practices whilst working
- Ensure that all equipment necessary for each session is fit for purpose, including ropes, harnesses and belays.
- Ensure equipment is stored correctly and securely after completion of each 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

## 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 Salford Youth Zone and OnSide
- Represent Salford 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

<b>Selection Criteria</b> A = Application Form I = Interview	<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 aged 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 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 route setting	Highly Desirable	A & I
Experience of delivering the NICAS Award schemes Desirable	Desirable	A & I
Experience of working with young people with additional needs	Desirable	A & I
<b>Qualifications</b>		
Climbing Wall Instructor Qualification (formally Climbing Wall Award) (or <b>demonstrable experience of the ability to gain this qualification</b> upon appointment)	Essential	A
RSA level 2 – Route Setter	Desirable	A
Single Pitch Award	Desirable	A
First Aid qualification	Essential	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 support the planning and evaluation of programs of activity including production of session plans and program reports	Essential	A & I
Able to communicate effectively with young people, parents, team members and members of the public	Essential	A & I
Ability to coach, encourage, motivate and provide reliable support to young people	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
<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
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
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.

## ADDITIONAL INFO

The role is based at Salford Youth Zone. Salford 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 Salford 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/)

## APPLICATION PROCESS

**Application form:** [salfordyouthzone.org/get-involved/vacancies/](http://salfordyouthzone.org/get-involved/vacancies/)

**How to apply:** Please complete the application form and return to [recruitment@empoweryouthzones.org](mailto:recruitment@empoweryouthzones.org)

**Closing date:** 10th February 2025

**Recruitment Weekend:** 1st March & 2nd March 2025

**We review applications on a rolling basis and reserve the right to close the role at any time.**













**STRICTLY NO AGENCIES PLEASE**

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## BENEFITS OF WORKING FOR SALFORD YOUTH ZONE

 <p><b>Onsite Fitness Gym &amp; Boxing / MMA Suite</b></p>	 <p><b>33 Days Annual Leave Pro-Rata</b></p>	 <p><b>Secure Cycle Store</b></p>
 <p><b>Branded Workwear</b></p>	 <p><b>Internal Café</b></p>	 <p><b>Flexible Working</b></p>
 <p><b>Learning and Development Opportunities</b></p>	 <p><b>Partnership Working</b></p>	 <p><b>Working with Like-Minded People and Cultures</b></p>
 <p><b>Company Sick Pay and Enhanced Maternity Leave</b></p>	 <p><b>Pension Scheme</b></p>	 <p><b>Living Wage Employer</b></p>

## Employee Assistance Programme

Salford Youth Zone'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



# 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.

