##

## ROLE PROFILE

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| **Job title** | Outdoor Instructor  | **Salary:** | £8.67 - £9.20 per hour |
| **Reporting to:** | Outdoor Co-ordinator  | **Holidays:** | 25 days plus 8 Bank Holidays (pro rata)  |
| **Location:** | Wigan Youth Zone | **Hours:** | 18 hours – (flexibility required, including evenings and weekends)  |
| **Key Relationships:** | Youth Zone staff, Young People, Parents, External Stakeholders, Chief Executive, Board Members |
| **Benefits:** | Gym Access, Training opportunities and CPD – including First Aid, Safeguarding, Health and Safety etc. Career Development Opportunities, Access to the Onside Talent Academy, Birthdays off, Employee Assistance Programme (EAP), Cycle to Work Scheme  |

 **Role purpose:**

We are looking for a passionate climbing instructor for our Youth Zone. The role of a youth zone climbing instructor can be extremely varied, and is not necessarily limited to just teaching climbing skills. You could be a sympathetic ear to a member that’s going through a tough time, or dealing with some displays of challenging behaviour. One thing is for certain no two days will be the same.

This role requires someone who is passionate about climbing and passing that passion on to young people. There is the opportunity for personal development and competitive hourly wage. Due to the nature of youth zones most of the work is evenings and weekends which could work around other commitments.

**Context of the post:**

Wigan Youth Zone, the largest youth club in Europe, is centrally located, dedicated to young people and makes a bold statement about the importance of giving young people high quality places to go in their leisure time. The two-storey building has a four-court sports hall with climbing wall, a fully fitted fitness suite, a boxing gym, dance and performing arts studios, as well as music, media and visual arts facilities.  There is also a cafe, together with recreational and social areas.  Externally there are four all-weather kick-pitches and full-size skate park. Wigan Youth Zone is open 7 days a week, 52 weeks a year, providing local young people with somewhere to go, something to do and someone to talk to for almost eight years, winning UK Youth’s award ‘Youth Organisation of the Year’ in 2018 and shortlisted for the ‘Youth Work Award’ in the Children and Young People Now Awards 2020.

Since opening, the Youth Zone has facilitated over 500,000 visits to over 23,000 young people with impressive outcomes for those members across a range of measures such as confidence building, facilitating positive relationships and instilling ambition for adulthood. In 2020, the Youth Zone was primed for another year of significant outcomes – starting with a record attendance in January – however, in March the operation completely changed at pace to support as many young people, and the wider community, as possible in the wake of the Coronavirus pandemic. The context of our current recruitment drive is for Wigan Youth Zone to relaunch mass universal programming over the current year, ensuring that we continue to have a positive impact on as many young people’s lives as possible in Wigan and Leigh.

**Values and Aspiration**

Wigan Youth Zone is a place of activity, adventure and fun for all young people where they can try new experiences and learn new skills. Wigan Youth Zone supports young people to reach their full potential, grow their dreams and achieve their goals.

Learn more here

<https://www.wiganyouthzone.org/our-present-our-past-our-impact/>

We are looking for someone who can deliver this aspiration for Wigan’s young people and share the following values:

* Is a positive role model for young people and who believes in and recognises young people’s

potential

* Has a positive and “can do” attitude
* Takes responsibility for their own actions
* Is committed to a culture of continuous improvement and subscribes to a “tonight’s better than last night” philosophy
* Is willing to go the extra mile to ensure great provision for young people

**Duties and Responsibilities – General**

* Work within the performance framework of Wigan Youth Zone and OnSide;
* Represent Wigan 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;
* To adhere to Wigan Youth Zone policies at all times, with particular reference to Health and Safety, Safeguarding and Equal Opportunities.

**Duties and Responsibilities - Detailed**

* To deliver activities on the climbing wall within the Youth Zone;
* To Ensure all participations are recorded onto WYZ salesforce by use of provided tablet during or at end of the session;
* Read and follow all risk assessments for delivered sports activities in WYZ sports areas
* To deliver accredited qualifications such as NICAS;
* To deliver coaching sessions when required;
* To assist with the planning and delivery of a comprehensive outdoor adventure programme for young people which will enable them to build their confidence, social skills and overall wellbeing;
* To motivate, encourage and support young people to participate fully in outdoor adventure sessions;
* To assist on any outdoor Education trips, residential or expeditions as required;
* To support and coordinate sessional requirements for outdoor adventure activities;
* To ensure that staff, volunteers and young people comply with health and safety procedures and child protection legislation at all times;
* To deal with any problems during Youth Zone sessions;
* To ensure that the members maintain a high standard of behaviour and discipline during sessions;
* 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 be an active member of the team and operate in line with the values and principles of Wigan Youth Zone.

The job holder will be required to adhere to the Youth Zone’s policies at all times, with particular emphasis on Equal Opportunities and Safeguarding. Attendance at events and conferences will sometimes be required.

**Person Specification**

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|  | **Essential**  | **Desirable**  |
| **Experience** |
| Experience of delivering outdoor activities to young people |  |  |
| Experience of youth work |  |  |
| Experience of health and safety standards for outdoor activities |  |  |
| Experience of delivering accredited qualifications to young people such as the Duke of Edinburgh Award Scheme and NICAS. |  |   |
| Experience of monitoring and evaluation processes |  |  |
| Experience of engaging vulnerable, disengaged or hard to reach young people in outdoor adventure activities |  |  |
| **Skills and Abilities** |  |  |
| Excellent communication skills to deliver activity programmes to a wide range of young people |  |  |
| Willingness to complete outdoor CPD and continual training. |  |  |
| Ability to motivate and engage, volunteers and young people through sessional work |  |  |
| Ability to engage and build positive relationships with disengaged young people |  |  |
| Ability to manage time and multi-task |  |  |
| Good team member |  |  |
| Ability to work with challenging behaviour and complex needs |  |  |
| **Knowledge and Understanding** |  |  |
| Knowledge and understanding of how to deliver a high quality and varied outdoor programme |  |  |
| Knowledge of outdoor adventure qualifications and the quality standards expected for the successful delivery of accredited outdoor adventure activities |  |  |
| 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 |  |  |
| First aid knowledge |  |  |
| Delivery of youth work within an equality framework |  |  |
| **Qualifications** |  |  |
| MTA Climbing Wall Instructor or above  |  |  |
| Youth Work qualification |  |  |
| Experience Mountain walking, Canoeing, Mountain Biking and Outdoor Climbing |  |  |
| Qualifications in outdoor activities stated above or willingness to gain them.  |  |  |
| Walking Qualification (Lowland leader or above)  |  |  |
| Mountain Bike leader L2 |  |  |
| Rock Climbing Instructor |  |  |
| Paddle sports leader (or 4\* leader Canoe) |  |  |
| **Personal Attributes**  |  |  |
| Positive and enthusiastic |  |  |
| 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 |  |  |

The job holder will be required to adhere to the Youth Zone’s policies at all times, with particular emphasis on Equal Opportunities and Safeguarding

**Work Pattern**

**Thursday -**  4pm – 9pm

**Friday** – 4pm – 9pm

**Saturday** – 9am – 5pm

**Remuneration package**

Salary: £8.67 - £9.20 per hour

Holidays: 25 days plus 8 Bank Holidays (pro rata)

**Wigan Youth Zone is also committed to the safeguarding of young people. This post is subject to a DBS check.**

**Closing date:**

**Interview date:**  **TBA**

**Start date:**  **ASAP**