



JOB DESCRIPTION

CLIMBING YOUTH WORKER

£12.35 per hour
Part time, 28 hours per week



wigan youth
zone

An **OnSide** Youth Zone

OVERVIEW

COMPANY Wigan Youth Zone

LOCATION Wigan Youth Zone

SALARY £12.35 per hour

BENEFITS

- 33 days annual leave (including bank holidays) pro rata. Plus additional leave for length of service.
- Birthdays off,
- Gym access,
- Training and CPD including first aid, safeguarding and health and safety,
- Career development opportunities,
- Employee assistance programme,
- Strong team culture,
- Workplace pension,
- Free eye tests,
- Discounted to £2 access to holiday club for staff.

POSTED 5th December 2025

CLOSING 11th January 2025

FIRST INTERVIEWS TBA

SECOND INTERVIEWS TBA

SPECIALISM Indoor Climbing Wall/Auto-belays/
Ropes/Bouldering

REPORTS TO Head of Sports

CONTRACT TYPE Permanent

WORK PATTERN 28 hours

Monday 16:00 – 21:00

Tuesday 16:00 – 20:00

Wednesday 16:00 – 21:00

Friday 16:00 – 21:00

Saturday 11:00 – 15:00 | 16:00 – 21:00

All hours will be face-to-face delivery with young people and will include a weekend shift.

ORGANISATION TYPE Charity



WHO WE ARE LOOKING FOR

A Climbing Youth Worker who has a passion for working with Young People, to gain new skills in climbing, to have fun, try a new sport, to train and develop themselves. Ideally, we would like someone who is qualified and trained in climbing ropes, however auto-belay training is a compulsory requirement for this post.

KNOWLEDGE AND UNDERSTANDING

Knowledge of the issues affecting young people and an ability to work with challenging behaviour

Understanding of the principles of working with children and young people.

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

Auto - Belay trained - Compulsory

Climbing Wall Instructor (CWI) qualification - Desirable

YOUR ROLE

- You will be part of our Sports Department team and support young people
- Creating fun and exciting Climbing Sessions for young people.
- To be a positive role model and create a positive and fun environment in which to motivate and encourage young people to reach their potential.
- To help record and evaluate the sessions, and involve young people in the evaluation process;
- 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.

WHAT YOU WILL NEED TO SUCCEED

SELECTION CRITERIA	REQUIREMENT
EXPERIENCE	
Knowledge/ experience of delivering climbing activities to young people	Essential
Experience of working with young people	Desirable
Proven experience of engaging vulnerable, disengaged or hard to reach youth people in sport activities.	Desirable
Experience of working in a team and alongside volunteers	Essential
Knowledge of organising a programme of youth work activities	Essential
Experience/knowledge of working with young people with additional needs and disabilities	Essential
Experience of monitoring and evaluating processes	Desirable
Residential work with young people	Desirable
SKILLS, KNOWLEDGE AND APTITUDE	
Excellent communication skills to deliver activity programme to a wide range of young people	Essential
Ability to motivate and engage staff, volunteers and young people through sessional work	
Ability to engage and build positive relationships with disengaged young people	Essential
Basic skills in teaching climbing	Essential
Ability to manage and organise several tasks at a time	Essential
Good team worker and leader	Essential
Ability to work with challenging behaviour and complex needs	Essential
KNOWLEDGE AND UNDERSTANDING	
Knowledge and understanding of how to develop and deliver a high quality and varied sports programmes	Essential
Sound knowledge of climbing qualifications or trained and the quality standards expected for the successful delivery of accredited climbing activities	Essential
Understanding of national and local initiatives which influence provision of youth work to young people	Essential
Understanding of the principles of working with children and young people	Essential
Understanding of issues affecting young people's lives	Essential
Knowledge of health and safety, diversity awareness and safeguarding best practice and how these relate to children and young people	Essential
Delivery of youth work within an equality framework	Essential
First aid knowledge	Essential

SELECTION CRITERIA	REQUIREMENT
QUALIFICATIONS	
Introduction to Youth Work or Youth and Community Work NVQ / VRQ Level 2	Desirable
Climbing Wall Instructor (CWI) qualification	Desirable
IT literate	Essential
PERSONAL ATTRIBUTES	
A team player	Essential
Commitment to the Youth Zone's mission and values	Essential
Able to negotiate and balance competing priorities with consideration to ethical implications.	Essential
Passionate about helping young people access positive activities	Essential
A flexible attitude to work and a willingness to perform a variety of duties to ensure an efficient and effective service	Essential
Punctual and reliable	Essential

OTHER RESPONSIBILITIES

- To be alert to issues of safeguarding 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 reference to Health and Safety, Child Protection and Equal Opportunities.
- To carry out any other duty with the Youth Zone provision and facility operations, and within the competencies of the post holder, as directed by your line manager or a senior manager.

SPECIAL REQUIREMENTS

- A willingness to work unsociable hours when required
- DBS clearance and committed to Safeguarding children
- The ability and willingness to travel to meetings and events both in the region and beyond

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.

In accordance with our Child Protection and Safeguarding procedures, this position requires an enhanced DBS check and business satisfactory references.

Please note that in line with our Safeguarding Policy, you must be age 21 or over to work in our Senior Sessions and 19+ to work on our Junior Sessions and Holiday Clubs. All applicants must also be inactive as members for at least 12 months.

WHAT IS WIGAN YOUTH ZONE?

Wigan Youth Zone is a purpose built, state-of-the-art youth facility in Wigan town centre which opened in June 2013. It offers young people from across Wigan the opportunity to meet friends, have new experiences, learn new skills and access the support they need to develop and achieve their potential.

The Youth Zone is open to all young people across Wigan aged from 8 to 19 (up to 25 with additional needs), striving to offer something for everyone, regardless of their interests or abilities. With almost 15 dedicated areas to choose from including our four 40-metre floodlit football pitches, art room, music room and climbing wall – there's something for everyone here at Wigan Youth Zone.

Our aim is simple, to provide the town's young people with somewhere to go, something to do and someone to talk to.

WHAT DO YOU NEED TO DO NEXT?

Please complete our application form [here](#) and return to HR@wiganyouthzone.org

76% OF OUR TEAM WOULD RECOMMEND
WIGAN YOUTH ZONE AS AN EMPLOYER TO
THEIR FAMILY AND FRIENDS