

Role Profile - Climbing Instructor Youth Worker*

Job title	Youth Climbing Instructor	Salary:	Up to £10.55 an hour
Reporting to:	Sports Coordinator	Holidays:	33 days including bank holidays (pro-rata)
Location:	Legacy, Croydon Youth Zone	Hours:	Tuesday 5-8pm, Wednesday 5-9pm, Saturday 11am – 3pm and 5-10pm (alternate weeks) and Sunday 11am – 3pm and 5-10pm (alternate weeks)

The Person: Do you want to use your sport and climbing experience to enable young people to learn new skills and access our indoor climbing wall? Do you enjoy helping young people overcome challenges and seeing them achieve? You will be passionate about ensuring all young people have a safe and fun experience when accessing the climbing wall.

Key Relationships: Head of Youth Work, Sport Coordinator, Volunteer & Training Manager; Other Youth Zone staff, OnSide, External Stakeholders, Young People, Parents, Visits, Facilities Officer

Closing date: When position is filled

Key Dates and application details: **N.B. Please submit applications as soon as possible as suitable applicants will be contacted before the closing date to be invited for interview.**

Interviews will be held as and when application forms are received.

To apply, please complete an application form, which can be found on our website. Your completed form should be sent by email to Legacy Youth Zone's recruitment team: recruitment@legacyyouthzone.org



Job Purpose:

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

Context of the post:

Croydon Youth Zone, named "Legacy" by local young people, will be the third Youth Zone in London opened by the national charity, OnSide in Summer 2019. This is an exciting and unique opportunity to join the delivery team pre-opening and play your part in history, shaping opportunities for London's young people and supporting full time Youth Workers and Youth Work Managers.

Legacy, like all OnSide Youth Zone's, exists to give young people, particularly those who are disadvantaged, somewhere to go, something to do and someone to talk to. Each Youth Zone is 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.

Legacy's state-of-the-art £6.5 million building on Whitehorse Road, will provide young people with access to a range of activities, offering them 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, recreation area and dance, arts, music and media suites, with state-of-the-art facilities equipped for a wide range of sporting, artistic, cultural and general recreational activities and targeted services. To access a Youth Zone, young people aged 8 – 19 (or 25 with additional needs) simply pay 50p per visit and £5 per year membership.

Find out more by watching

<https://www.youtube.com/watch?v=Yb18h1TPRNE>

<https://www.youtube.com/watch?v=Q3fFHKXV7ZQ>

<https://www.youtube.com/watch?v=sZCMoDYEFtQ>

.....it might just change your life!

Duties and Responsibilities - General

- 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 Legacy Youth Zone and OnSide
- Represent Legacy 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 Legacy 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 Legacy Youth Zone policies at all times, with particular reference to Health and Safety, Safeguarding and Equal Opportunities

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 for all young people
- 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. 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

Person Specification

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 to 19, or up to aged 25 with a disability	Essential	A & I
Experience of working with young people from diverse backgrounds or those 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 that have additional needs or have 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 Instructor Qualification (formerly Climbing Wall Award) (or demonstrable experience of the ability to gain this qualification upon appointment) **	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 young people	Essential	A & I
Knowledge		
Understand the principles of working with 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	Essential	A & I
The ability and willingness to travel to events in the region and beyond	Essential	A & I
Enhanced DBS clearance and commitment to Safeguarding children	Essential	A & I

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

**Logged climbs at a range of indoor centres, 10 led routes at Fr4 on walls.

The strength of the OnSide Network of Legacy 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 non-traditional backgrounds. The one thing we all have in common is our desire to raise the aspirations of young people across the country. Legacy Youth Zone are committed to safeguarding and promoting the welfare of children, young people and vulnerable groups.

For information regarding how OnSide Youth Zones processes your data, please click here: <https://www.onsideyouthzones.org/applicant-privacy/>

OnSide Youth Zones Values

ON SIDE YOUTH ZONES NETWORK 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 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.



AMBITIOUS

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.

COLLABORATIVE

We will create and nurture strong, creative partnerships, working together to achieve better results and outcomes for young people.

