



**OnSide**  
Here for young people

**CANDIDATE INFORMATION PACK**  
**CHIEF EXECUTIVE - THE HIVE YOUTH**  
**ZONE (WIRRAL)**



An **OnSide** Youth Zone



# ROLE PROFILE

**POST:** Chief Executive

**REMUNERATION PACKAGE:** £57,000-£62,000 (dependent on experience); 33 days' holidays inclusive of Bank Holidays; pension; access to Medicash, an employee assistance & wellbeing programme; free gym access; learning and development opportunities through the OnSide Talent Academy

**LOCATION:** The Hive Youth Zone, Birkenhead

**REPORTING TO:** Chair of the Board of Trustees

**CONTRACT:** Permanent: Full time, 40 hours per week, worked flexibly across the week (evenings & weekends)



The strength of OnSide comes from the diversity of the people within our vibrant network.

We are proud that our Youth Zone teams reflect the communities they serve, and we value people working together from a range of different backgrounds, locally and nationally, and with different experiences, all with a shared passion for boosting the aspirations of young people across the country.

Diversity brings innovation, fresh ideas and creativity, and we actively strive to create a culture that is truly inclusive and fair for all and where everyone in the team can be themselves and thrive.

## ABOUT ONSIDE

It's about opportunity.

Potential is everywhere. In every home on every street, from affluent suburbs to inner-city estates. The difference is that some young people get every opportunity to explore their potential. Others don't.

We're OnSide, a national charity that believes all young people should have the opportunity to discover their passion and their purpose. To find out what they've got and where it could take them.

We fund and build state-of-the-art, multimillion-pound Youth Zones in the country's most economically disadvantaged areas. We train the amazing people that run them. We offer continuing support via the nationwide OnSide Network, where they can learn and grow, share their stories and celebrate their success together.

These are brand new, purpose-built spaces fizzing with energy, and crammed with incredible facilities. They are staffed by skilled and dedicated youth workers who truly believe in young people - helping them see what they could achieve, and giving them the skills, confidence and ambition to go for it.

This is life-changing support that helps tens of thousands of young people from a diverse range of backgrounds to thrive.

It's inspiring. It's empowering. And it works.

We know it works because we've been doing it for over a decade and we're in this for the long term. Every new Youth Zone is built on the know-how of the last. Every success story writes the first chapter of the next. And we're just getting started.

This is passionate, properly-funded youth provision, with no ifs or buts. A unique partnership between young people and their community, local authorities and private business leadership, and a growing movement of supporters who believe that how we treat the next generation defines who we are as a society.

Because when we really invest in young people, we all benefit - from who they are now, everything they might become and achieve, and everyone they might touch and inspire.

All they need is the chance to shine - an environment where they can be their best selves - and you just watch them go.

It's about opportunity.





## THE HIVE YOUTH ZONE

Wirral Youth Zone, named “THE HIVE” by local young people, opened in April 2017.

The Hive is a high quality, inspirational and well-run charity, employing high ratios of exceptional youth and activity workers and an army of volunteers. It changes the lives of thousands of young people each year - delivering social impact on an incredible scale. See more about the fantastic Hive Youth Zone [here](#).

The facilities are second to none, delivering over 20 sporting, artistic, cultural, and general recreational activities each session - when schools are closed (evenings and weekends), plus all through the school holidays.

The Hive is based on a proven model of youth service provision that is aligned to community needs and supported by cross-sector funding. The Hive gives 8-19-year-olds, and up to 25 for young people with additional needs, affordable access to a broad range of sport, arts and employability services, designed to empower them to be healthy, happy and to thrive in their community.

The outstanding quality of the facilities is proof that we believe that young people deserve the best. The Hive continues to benefit from the guidance, direction and support from colleagues and partners across the network.

The Hive is part of a network of 15 Youth Zones, within the OnSide Network. OnSide’s role is to provide ongoing support to the existing network as the umbrella organisation within a federated structure and also to create new Zones, taking our tried and tested model to ever more young people across the country.



## THE ROLE

The dimensions of the role of a Youth Zone Chief Executive defy definition in conventional terms. It is strategic and requires effectiveness at a high level, yet at the same time demands very detailed and hands-on management. The Chief Executive will have responsibility for a revenue budget of £1.25m per annum.

A willingness to get stuck into the detail is as important as the ability to influence effectively at the most senior levels. The Chief Executive's relationship with the Chair is collaborative and based on two-way high support / high challenge, enabling delivery of on-going success for the Youth Zone. OnSide continues to support the Hive, both as a Board Member and a support network for the Chief Executive and the Youth Zone team.

## KEY RESPONSIBILITIES

- To work with the Chair and Board to lead the on-going development of the Hive Youth Zone’s strategy and plan
- To ensure that structures, processes and controls are aligned with that strategy and plan
- To generate and deliver a robust funding plan, which will enable the Youth Zone to operate with an appropriate level of reserves
- To establish a vision and inspire the team - helping them to be effective as individuals and together; supporting them to deliver a wide range of ever-changing and improving activities for the young people of Wirral and surrounding areas
- To provide clear leadership
- To work with other service providers locally; generating added benefits for young people
- To demonstrate the OnSide Youth Zones Network Values and have a clear commitment to Equality, Diversity and Inclusion



## WHAT SUCCESS WILL LOOK LIKE

- The team, including an army of volunteers, trained and continuing to offer a high-quality service for local young people
- A strong, well supported team which continues to deliver great & innovative service for young people
- Over 800 visits from young people per week, inspired by the continually changing programme on offer
- Fundraised revenue income secured to cover operational costs, with the local authority & donors feeling engaged, and that their money is well spent
- Strong financial controls and understanding, with new income streams being generated, to ensure the long-term sustainability of the Hive Youth Zone
- The whole community continuing to see the Hive Youth Zone as an asset for the area; understanding what it does and knowing how they can get involved
- Delivery of high quality, open access, universal sessions for young people, supporting them to discover their passion and purpose.



## PERSON SPECIFICATION

Applicants will be expected to demonstrate the experience, skills, abilities and attributes listed.

SELECTION CRITERIA
EXPERIENCE
A successful record of developing organisations or large, multi-faceted teams, and implementing strategies and business plans
Experience in generating significant income sources
Experience of the voluntary sector and/or working with young people
Experience of identifying, winning and managing commissioned funded services
SKILLS, KNOWLEDGE AND ATTRIBUTES
Thrives in leading in a fast-paced, dynamic and high-risk environments
A strong communicator and people manager
Adept at motivating and leading others to deliver results
Financially literate and highly logical
Extremely organised and self-disciplined
An inclusive relationship builder with a wide variety of stakeholders
A strong communicator and people manager
PERSONAL QUALITIES
Motivated to improve young people's lives for the better
High and ambitious standards, with a relentless focus on seizing opportunities to achieve these

Displays excellent judgement and focus at all times
Has a strong commitment to Equality, Diversity and Inclusion
Inspires trust, goodwill and action in others
Actively seeks to continuously learn and develop
Is values driven

## GENERAL INFORMATION

The normal hours of work are 40 per week, worked flexibly across the week, including some evenings and weekends, to suit the needs of the role and the individual. An amount of hybrid and home-working will be possible every week, balancing physical presence at the Hive and organisational needs.

## APPLICATION PROCESS

To apply, please email a CV to [hr@onsideyouthzones.org](mailto:hr@onsideyouthzones.org) or apply via the website; [www.onsideyouthzones.org](http://www.onsideyouthzones.org), together with a cover letter (which should not exceed one page in length), explaining clearly why you are interest in the role and suited to it (based on the person specification). Please note that CVs without a cover letter will not be considered. In addition, please provide the following information:

- Why do you want to work for the Hive Youth Zone? (300 words max)
- Briefly describe how your skills and experience make you a good candidate for this role, looking at the person specification for inspiration? (500 words max)
- Where do you see opportunities and growth potential coming from for an ambitious charity like the Hive Youth Zone as the fundraising landscape changes post-pandemic, with cost of living crisis and the wider economic situation? (400 words max)
- Confirmation you are eligible to work in the UK (the successful candidate will be required to provide documentary evidence before a job offer is confirmed);
- Details of your notice period;
- Any reasonable adjustments we can make to assist you in your application or the selection process;
- How you demonstrate your commitment to fairness, equality and respect.

## ANONYMOUS APPLICATIONS

We recognise our workforce is under-represented in certain areas and are committed to addressing this. Therefore, we actively encourage applicants to submit anonymous applications; in practice this means removing your name & email address from your CV & cover letter.

The People team will have this information from your submission, but it will not be available to the selection panel when they are considering applications.



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

OnSide is managing the recruitment process on behalf of The Hive; for information on how OnSide processes your data, go to: [OnSide Youth Zones Job Applicant Privacy Notice - OnSide Youth Zones](#)

**CLOSING DATE FOR APPLICATIONS:** 9am, 14<sup>th</sup> June

**FIRST STAGE INTERVIEWS:** Friday 23<sup>rd</sup> June (online)

**YOUNG PEOPLE'S DEVELOPMENT GROUP:** w/c 26<sup>th</sup> June (in person at The Hive, evening tbc)

**SECOND STAGE INTERVIEWS:** Friday 7<sup>th</sup> July (in person at The Hive)



## 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 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.



### 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.



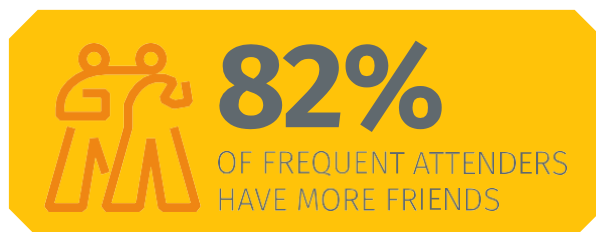




# PROVEN IMPACT



**GIVE YOUNG PEOPLE** A SAFE EXCITING PLACE TO GO TO HAVE FUN,  
BUILD THEIR SOCIAL NETWORKS AND SUPPORT THEIR PERSONAL DEVELOPMENT



**HELP YOUNG PEOPLE** LEAD HEALTHIER, HAPPIER LIVES

