



CANDIDATE INFORMATION PACK

CHIEF EXECUTIVE - CROYDON “LEGACY”



ROLE PROFILE

POST:

Chief Executive

REMUNERATION PACKAGE:

Up to £65,000 (dependent on experience)

LOCATION:

Legacy Youth Zone, Croydon

REPORTING TO:

Chair of the Board of Trustees of Legacy Youth Zone

CONTRACT:

Permanent; Full time, 40 hours per week
(or those necessary to fulfil requirements of the role)

BENEFITS:

33 days holidays inclusive of bank holidays; workplace pension; employee assistance programme via Health Assured, enhanced sick pay, free meal when sessions are running; free gym access; access to OnSide's Talent Academy; bespoke training and mentoring.



The strength of Legacy comes from the diversity of the people from the local community. We are proud that the Youth Zone team reflects the community it serves, and we value people working together from a range of different backgrounds, and with different experiences, all with a shared passion for boosting the aspirations of young people in Croydon. Diversity brings innovation, fresh ideas and creativity, and Legacy actively strives 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 YOUTH ZONES

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.

It's about opportunity.

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.



LEGACY YOUTH ZONE

Croydon Youth Zone named “Legacy” by local young people opened in 2019.

Legacy is a high quality, inspirational and well-run charity, employing exceptional youth workers alongside an army of volunteers. It changes the lives of many thousands of young people each year - delivering social impact on an incredible scale.

The facilities are second to none, delivering over 20 sporting, artistic, cultural and general recreational activities each session - when schools are closed - 52 weeks per year, evenings and weekends, plus all through the school holidays.

Legacy is based on a proven model of youth service provision that is aligned to community needs and supported by cross-sector funding. Legacy 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 lead healthier, positive and more active lives and raise their aspirations for themselves and their community.

The outstanding quality of the facilities are a concrete demonstration of the belief that young people deserve the best. Legacy benefits from the guidance, direction and support from colleagues and partners across the network.

Legacy is part of a network of 14 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.

THE ROLE

The dimensions of the role of 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. It is an amazing opportunity for someone who is looking for the next step in their career or for an experienced Chief Executive. You will have responsibility for a revenue budget of £1.3m per annum.

A willingness to get stuck into the detail, in an environment without corporate support structures is therefore as important as the ability to influence effectively at the most senior levels. The Chief Executive’s relationship with the Chair will be supportive and challenging, enabling them to deliver on-going success for the Youth Zone.

KEY RESPONSIBILITIES

- To further deliver on the vision that Legacy is “the go-to-place” for young people in Croydon
- To work with the Chair and Board to lead the on-going development of the Youth Zone strategy and plan
- To generate and deliver a robust funding plan, which will enable the Youth Zone to deliver the ambitious level of services for young people
- To build on the established vision and continue to 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 Croydon and surrounding areas
- To provide clear leadership to the management team who collectively oversee all aspects of the Youth Zone
- 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





See the impact that we deliver here:
<https://youtu.be/usP0DSRw7nw>,

PERSON SPECIFICATION

Applicants will be expected to demonstrate the experience, skills, abilities and attributes listed below throughout the recruitment process.

SELECTION CRITERIA
EXPERIENCE
A successful record of developing organisations or large, multi-faceted teams, and implementing strategies and business plans
Experience generating significant income sources
Experience of the voluntary sector and/or working with young people
SKILLS, KNOWLEDGE AND ATTRIBUTES
Thrives in leading in a fast-paced, dynamic and high-risk environments
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
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

"You may not meet every single requirement but feel you have transferrable skills? Studies have shown that women and Black, Asian, Mixed Race & other ethnically diverse people are less likely to apply to jobs unless they meet every single criteria/competency. We are dedicated to building a diverse, inclusive, and authentic workplace, so if you're excited about this role but your past experience doesn't align perfectly with every requirement in the person specification, we encourage you to apply anyway and demonstrate how your experience is transferrable for this role. You may be just the right candidate for this or other roles."



GENERAL INFORMATION

The normal hours of work are 40 per week, or those necessary to fulfil the requirements of the position. Youth Zones are open when schools are closed, therefore there will be a requirement to work outside the normal 9 to 5, Monday to Friday. This will include getting involved in evenings and weekends as the overall leader of a delivery organisation, but it will be up to the individual to manage their own diary and work flexibly across the week.

WHAT SUCCESS WILL LOOK LIKE

- The team will be strong, well supported and effective at delivering a great, innovative, and safe service for young people
- Sessions will be well attended by a diverse mix of young people, and they will be inspired by the continually changing programme on offer
- Income will grow over time, reflecting the high regard Legacy is held in regarding the value of the services provide to Croydon's young people
- The business community will continue to feel engaged and recognise that their money is well spent, enjoying the strategic business relationships the Youth Zone has created for the area
- Financial control and understanding will be in place, with income streams being nurtured and new ones generated, to enable additional work to be done and to ensure the long-term sustainability of the Youth Zone
- The whole community will continue to see the Youth Zone as an asset for the area; they will understand what it does and know how they can get involved



APPLICATION PROCESS

To apply, please email a CV to hr@onsideyouthzones.org or apply via the website; www.onsideyouthzones.org, together with a cover letter (which should not exceed one page in length), explaining clearly why you are interested 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:

- 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);
- 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.

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

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.

CLOSING DATE FOR APPLICATIONS:

9am, Friday 2nd June 2023

FIRST STAGE INTERVIEWS:

13th and 16th June 2023 via Teams



For information regarding how OnSide processes your data, go to:

[OnSide Youth Zones Job Applicant Privacy Notice](#) - [OnSide Youth Zones](#)



THE ONSIDE 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

