

ROLE PROFILE
OPENINGS MANAGER - BARNESLEY YOUTH ZONE
SECONDMENT c9-12 MONTHS



ROLE PROFILE

POST:

Openings Manager (Secondment)

SALARY:

£42,000-46,000 depending on experience (plus 'away from home' allowance of up to £500 a month)

CONTRACT:

Permanent: Full-time (37.5 hours/week) Fixed Term Secondment for c9 - 12 Months, this role is to support the Senior Leadership Team during the pre-post opening period.

LOCATION:

Hybrid working: home-based with extensive travel across the North-west.

REPORTING TO:

Heads of Openings, with key relationships to support the local Youth Zone team.

BENEFITS:

Agile working with flexibility in working hours; 25 days annual leave plus bank holidays (rising to a maximum of 30 days); birthday leave, additional annual leave purchase scheme; company matched pension; company sick, maternity, paternity & adoption pay; Employee Assistance Programme, active and engaged networks to join (including Equity, Diversity & Inclusion) and access to Charity Worker discounts.



OUR COMMITMENT TO EQUITY, DIVERSITY & INCLUSION

As an equal opportunities employer, we welcome applications from under-represented groups; in particular from Black, Asian, Mixed Race & other ethnically diverse individuals, people with disabilities, and members of LGBTQ+ communities. Our dedicated ED&I Group, with support from the Senior Leadership Team, is actively promoting and advancing diversity and inclusion at OnSide, ensuring a culture where everyone can be themselves and thrive.

ABOUT ONSIDE

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 ROLE

As part of our UK-wide growth, we need to add depth to our experienced team at Barnsley Youth Zone with a particular focus on the critical period for Youth Zones, prior to and post opening. In the months leading up to a Youth Zone opening and for several months after, there are a huge and diverse range of decisions, challenges and sheer volume of work,

which need to be dealt with.

Manager will provide this.

Youth Zones' Chief Executives and Youth Work Managers, who are often in the early stages of their own immersion in the OnSide approach, are under enormous time pressure and benefit from high level guidance, advice and leadership. The Openings

Base71, Barnsley Youth Zone Team is already growing and becoming well established and the focus of this role will be supporting Base71 to become fully operational and establish an amazing offer for young people!

JOB DESCRIPTION

KEY RESPONSIBILITIES

To direct and support the Youth Zone team to undertake all necessary tasks, planning and preparations, to ensure the Youth Zone is fully operational at opening.

To help to ensure that all new Youth Zone staff members are fully inducted; appropriately trained; and critically, have spent enough time in open and operating Youth Zones to know 'what good looks like'.

To work with the Head of Openings to ensure we are steering the project on time and in the right direction.

To support and lead the Youth Zone Chief Executive and Their team to implement the OnSide DNA and build an effective and appropriate organisational culture in new Youth Zones; fostering a team approach, which supports OnSide's 'tonight better than last night' attitude.

To support the Chief Executive and Youth Work Manager to develop and implement an effective programme of activities and understand what it takes to consistently deliver great sessions for young people.

To ensure the quality of work with young people is at a level high enough to meet the OnSide standards.

To help to ensure a common understanding that young people and youth work have primacy within a Youth Zone. Managerial and administrative functions exist primarily to facilitate youth work.

To ensure that all steps are taken to ensure the safety of young people in Youth Zones. To ensure that all staff, from the Chief Executive downwards understand their responsibilities in this area and fulfil them consistently.

As required, to represent OnSide at Board meetings, reporting on development and building the Board's confidence in the OnSide approach.

To travel across the UK, including overnight stays and, as required, extended periods away from home.

Promote equity, diversity, fairness and inclusion in all aspects of talent development.

Be an ambassador of the OnSide culture; consistently defining ways to identify and reinforce behaviours that align with OnSide values

PERSON SPECIFICATION

Applicants will be expected to demonstrate the experience, skills, knowledge and aptitudes listed below throughout the recruitment process. However, if you don't meet every single requirement but feel you have strong and relevant transferrable skills or lived experience to draw from, we encourage you to apply anyway. Why? Studies have shown that women and Black, Asian, Mixed Race & other ethnically diverse people are less likely to apply for jobs unless they meet every single criteria/competency. OnSide are dedicated to driving change and to building diverse, inclusive, and authentic workplaces, so if you're excited about this role but your past experience doesn't align perfectly **please tell us how your experience is transferrable**. You may be just the right candidate!

SELECTION CRITERIA

EXPERIENCE

Experience of supporting new Youth Zones or charities through the set up an opening period

Experience of developing & delivering open access youth work at scale

Experience of the voluntary sector and working with young people

Experience recruiting and supporting new teams while developing a positive organisational culture

Experience of hands-on leadership and team management

Experience and the ability to work alongside senior leaders to support and influence them in order to overcome challenges

Experience in managing multiple work streams at one time and meet various, demanding deadlines

Experience of operational management within the Youth Sector

SKILLS, KNOWLEDGE AND APPITUDES

Extremely organised and self-disciplined

Adept at motivating and leading others to deliver results

An inclusive relationship builder with a wide variety of stakeholders
Adept at developing and delivering training
Knowledge and awareness of issues affecting young people, including safeguarding
PERSONAL QUALITIES
Motivated to improve young people's lives for the better
Strong commitment to Equality, Diversity and Inclusion
Builds trust and credibility, with the confidence to influence at senior levels
Committed to continuous personal growth and the development of others
Proactive problem-solver with a solutions-focused mindset.
Skilled at multitasking, working independently, and collaborating across teams
Values-driven, ambitious, and self-motivated
A self-starter, flexible, creative and able to show initiative
Willing to travel and work flexibly as needed
A believer: a genuine passion for the goals of OnSide

GENERAL INFORMATION

This role will be contractually based at Bolton, with UK-wide travel, mainly across North of England, as required prior and during the opening of a new Youth Zone, there will be a requirement for extended periods away from home in accommodation provided by OnSide. Home working risk assessments are carried out for all employees working at home.

Barnsley Youth Zone are both due to open early 2026 follow a period of soft opening and delivery, all timelines may be subject to change, with the most critical time of the Opening Manager role being the months pre-opening and 3-6 months post opening.

The secondment opportunity is not only about supporting new Youth Zones, it's also an investment in your personal and professional development. As part of the secondment, you will agree on a development plan to ensure you gain valuable new skills and experiences that you can bring back to your current role.

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

APPLICATION PROCESS / EXPRESSIONS OF INTEREST

- We encourage you to discuss your interest with your line manager in the first instance.
- If you would like an informal chat, please contact Dave Barton at Dave.Barton@onsideyouthzones.org or 07935 348517.
- Following this, please complete a formal expression of interest by 9am Thursday 1st August 2025. Please use the Expression of Interest Form, attaching a copy of your CV and submit to Jodie.Webb@onsideyouthzones.org
- OnSide will contact your Chief Executive for a supporting statement/discussion.
- In-person professional discussions/interviews will be held with candidates on Friday 8th August. The location will likely be Barnsley however we will confirm once the role closes.



information on how OnSide processes your data, go to
OnSide Youth Zones Job Applicant Privacy Notice - OnSide Youth Zones



OUR 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.



AMBITION

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.

COLLABORATION

We 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

