



YOUTH WORK TEAM MANAGER – JUNIORS

**JOIN US
AND HELP
MAKE A
DIFFERENCE!**



ROLE PROFILE: YOUTH WORK TEAM MANAGER – JUNIORS

SALARY OFFER: £29,000–£32,000
(Dependent on experience)

LOCATION: Until the Dome Youth Zone on Oak Street in Crewe, is fully operational, you will be required to work in other locations. Some hybrid working may be required.

REPORTING TO: Head of Youth Work.

DIRECT REPORTS: Sessional Youth Workers

CONTRACT: Permanent, full-time.
37.5 hours per week. These hours are flexible but will include Tuesday and Thursday evenings and weekends (subject to change with notice)

BENEFITS:

- 33 Days holiday (inclusive of bank holidays).
- Workplace pension
- Access to our Employee Assistance Programme.
- Free meals on duty (once The Dome opens).
- Free gym access (once The Dome opens).
- Access to OnSide's Talent Academy; bespoke training and mentoring.

THE ROLE

Are you motivated, energetic and organised with the ability to connect with both young people and colleagues/volunteers? If you're fun, full of energy, yet know how to stay composed under pressure, then this role might be just what you're looking for. If you're passionate about helping young people unlock their potential, we want to hear from you!

As a key part of our delivery team, you'll be at the heart of the action, leading the way in our Junior Club for young people aged 8 to 12 years. You will also have specific oversight over one of the Youth Zone's Arts or Sports and Holiday Club offers. Your mission? To create an exciting, high-quality programme that's fun, engaging and truly makes a difference—all while keeping young people at the centre of everything we do.

If you're passionate about giving young people the best experiences and opportunities, this is the role for you! No two days are the same, so you'll need to be versatile, leading the creation of the Junior club offer while supporting both the recruitment and development of the delivery team. You'll also be responsible for the smooth implementation and operation of the Junior club programme, whilst supporting the rest of the core Youth Work offer as needed. You'll be a crucial part of The Dome Youth Zone, welcoming up to 250 young people each session and creating a space where they can thrive!

ALL THE DOME EMPLOYEES ARE EXPECTED TO:

- Be a role model for young people, present a positive 'can-do' attitude and take personal responsibility for your own work.
- Work within the performance framework of the charity and live the values and behaviours of The Dome and OnSide Network, contributing to a culture of high performance, continuous improvement and a young person first, team always ethos.
- Represent and promote the Youth Zone positively and effectively in all dealings with internal colleagues and external partners and assist with any promotional activities and visits that take place at The Dome.

JOB DESCRIPTION

KEY RESPONSIBILITIES

STAFFING AND MANAGEMENT

- Recruit, train, support and manage the sessional youth work team members.
- Coordinate rotas, cover absences/holidays and address performance issues alongside the Head of Youth Work.

THE YOUTH WORK OFFER AND PROGRAMME

- Lead a safe, fun, inclusive and engaging youth work programme for junior members, with overall responsibility for session delivery and standards.
- Duty manage junior sessions (currently planned for Tuesday and Thursday evenings and Sunday afternoons).
- Provide occasional leadership cover for other sessions (Senior, SEND, family and partnership sessions).
- Embed Youth Voice in programme planning and champion young people's ideas across the Youth Zone
- Meet delivery targets, including attendance and funded project outcomes.
- Share programme information with the communications team.

SAFETY AND SAFEGUARDING

- Ensure a safe, welcoming environment for young people with clear behaviour expectations.
- Act as a Designated Safeguarding Lead, responding to concerns in line with policy alongside the Head of Youth Work and wider safeguarding team.
- Act as a key holder: opening and closing duties and ensure facilities are maintained, issues logged and spaces cleaned after sessions.

LEADERSHIP AND NETWORKING

- Champion young people and youth work within the organisation, supporting all services, to provide a great experience.
- Build relationships with partners, stakeholders and supporters.
- Provide visible, hands-on leadership to maintain high quality standards.

EVALUATION AND REPORTING

- Embed monitoring and evaluation within junior sessions and report on youth work impact
- Manage assigned budgets and complete programme delivery reports.

PERSON SPECIFICATION

Applicants will be expected to demonstrate the experience, skills, knowledge and aptitudes listed, 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. The Dome and the Onside Network 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 transferable.....

You may be just the right candidate!

SELECTION CRITERIA

EXPERIENCE

- Experience designing, delivering and leading open-access youth programmes for diverse young people (8–19, up to 25 with additional needs).
- Experience with play work would be advantageous.
- Safeguarding knowledge, ideally as a Designated Safeguarding Lead.
- Confident communicator, able to engage young people and work professionally with staff and partners.
- Experience managing behaviour and supporting conflict resolution.
- Staff management experience with awareness of HR processes (performance, attendance, rota planning).
- Experience in planning and coordinating programmes, including health & safety, scheduling and budgeting.

SKILLS, KNOWLEDGE AND ATTRIBUTES

- Passionate about youth work and committed to empowering young people.
- Understanding of the issues facing young people and the youth work process, including contextual safeguarding.
- Able to build strong relationships and work collaboratively with a range of partners and stakeholders.
- Committed to the mission and values of The Dome Youth Zone and work collaboratively.
- Calm under pressure and able to work in a fast-paced environment.
- Willing to work evenings and weekends, with flexibility to meet programme needs.

QUALIFICATIONS

- Relevant education or equivalent experience; a youth work qualification is desirable but not essential.
- IT skills (Office 365, Smartsheet or similar).
- Evidence of ongoing professional development is an advantage (e.g. safeguarding, health & safety, leadership)

GENERAL INFORMATION

The normal hours of work are 37.5 per week. Junior Club will run on Tuesday, Thursday evenings Sunday afternoon (subject to change) and you will be required to work on these sessions. Before the Youth Zone opens and during its construction, there will be elements of hybrid working in place.

During the first months as part of the induction the successful candidate will have the opportunity to visit and spend time in operational Youth Zones, this will involve travel. The practicalities of this can be discussed during the process.

For information on how The Dome Youth Zone processes your data, please read [Here](#).

EMPLOYEE BENEFITS

Health & Wellbeing

- **FREE ONSITE GYM**
- **ACCESS TO OUR EMPLOYEE ASSISTANCE PROGRAMME**
- **FREE HOT MEAL FOR STAFF & VOLUNTEERS**

Stronger body. Clearer mind. Better day.

We make sure everyone is fuelled for the day. Enjoy a freshly prepared hot meal during your shift — on us. Because good work starts with feeling looked after.

Growth and Opportunity

LEARNING & DEVELOPMENT OPPORTUNITIES

Grow your skills. Shape your future. We invest in every member of our team with access to ongoing training, workshops and development pathways. Build confidence, strengthen your practice and take the next step in your career.



Time that Matters


ANNUAL LEAVE & FLEXIBILITY THAT WORKS FOR YOU

Flexible working options to support balance and wellbeing
We value your time, your life outside work and the things that matter most.

Important Perks

BENEFITS THAT BACK YOU

- **BRANDED WORKWEAR** so you're part of the team from day one
 - **ENHANCED MATERNITY & PATERNITY PAY**
 - **COMPANY SICK PAY** when you need it
 - **WORK PLACE PENSION** to support your future
 - **EXCLUSIVE DISCOUNTS** just for our staff
- Because great youth work starts with a supported, valued team.



**BEHAVIOUR:
THE WAY IN WHICH
ONE ACTS OR
CONDUCTS ONESELF,
ESPECIALLY
TOWARDS OTHERS**

**ALWAYS
DO WHAT'S
RIGHT
FOR YOUNG
PEOPLE**

We put young people at the heart
of everything we do – every
decision, every action,
every day.

**BE BRAVE
BE BOLD
BE AMBITIOUS**

We take smart risks, try new things,
and learn from mistakes – because
ambition and growth come from
courage.

**LIFT
EACH
OTHER UP
KEEP EACH
OTHER
SAFE**

We look out for one another
– young people and team
members alike – building trust,
safety, and support so everyone
can thrive.

**LISTEN
DEEPLY
ACT
RESPECTFULLY**

We respect every voice

– especially young people's
– and act on what we
hear with integrity
and care.

**BE
AUTHENTIC
BE
AWESOME
GO
BEYOND**

We show up with authenticity
and positivity, celebrate individuality,
and strive to bring our best selves
every day.



APPLICATION PROCESS

To apply:

- 1. Email a CV and Cover Letter (no more than one page) to Recruitment@TheDomeYouthZone.org**
- 2. Your Cover Letter should provide the following information:**
 - Why do you want to work for us?
 - Looking at the person specification: briefly describe how your skills and experience (including lived experience) make you a good candidate for this role. (200 words max).
 - How you demonstrate your commitment to fairness, equity and respect.
 - 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.
- 3. This role will be based in The Dome Youth Zone, Crewe, and in accordance with our Child Protection and Safeguarding procedures, this position requires an Enhanced DBS Check.**
 - Do you have any unspent conditional cautions other than convictions under the Rehabilitation of Offenders Act 1974?
 - Do you have any adult cautions (simple or conditional) or spent convictions that are not protected as defined by the Rehabilitation of Offenders Act (Amendment) (England and Wales) Order 2020?

RECRUITMENT PROCESS

For successful applicants, the first stage of the process will be to attend an interview at The Dome temporary offices in Crewe on 22nd May 2026.

For candidates successful at interview, there will be a practical task held at South Cheshire ABC Boxing, Crewe on the evening of 25th May 2026. This will include leading a session with young people.

KEY DATES

Closing date for applications: 18th May 2026

Formal Panel Interview: 22nd May 2026

Practical assessment: 25th May 2026, evening.



ABOUT THE DOME YOUTH ZONE

Crewe Youth Zone, named “The Dome” by local young people is a brand-new locally run youth charity, set to provide thousands of young people with the opportunity to have fun, make new friends, try something new and feel safe. With community centric values and located in the heart of Crewe, it will be an inspiring place for young people aged 8 – 19, and up to 25 for those with additional needs, to enjoy their leisure. The building is due to be completed in 2026. It will change the lives of thousands of young people each year – delivering social impact on an incredible scale. State-of-the-art facilities will offer over 20 activities—including sports, arts, culture, and recreation—available every evening, weekend, and school holiday, showcasing our commitment to providing the best for young people. The Dome is based on a proven model of youth service and youth work provision that is aligned to community needs and supported by cross-sector funding. The Dome will give young people affordable access to services designed to empower them to lead healthier, positive and more active lives, raising their own aspirations and their community. Watch here you see the power of Youth Work and the impact attending a Youth Zone has had on young people and see the support The Dome will provide to young people.

[Archie's story #ButWhenImHere](#)

[Mala's Story #ButWhenImHere](#)

ABOUT INSIDE

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.

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

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

This is passionate, properly funded youth provision, with no ifs or buts. It's about giving young people a chance to shine in an environment where they can be themselves.

It's about opportunity.

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.

