

ROLE PROFILE

YOUTH WORKER ONside YOUTH ZONE THAMES GATEWAY



SALARY OFFER:

£13.45 per hour with 33 days Holiday (pro-rata inclusive of bank holidays)

OnSide Youth Zone Thames Gateway is part of the OnSide Youth Zone Network and as such the recruitment of this role will be managed by a member of the OnSide Team.

LOCATION:

The Community Association, Tilbury

REPORTING TO:

Openings Manager

CONTRACT:

Fixed Term, part-time, 3 hours per week until December 2026.

(Mondays 4.30pm-6.30pm and 1 hour on either Wednesdays or Fridays)

BENEFITS:

Workplace pension

Access to OnSide's Talent Academy; bespoke training and mentoring

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 THE YOUTH ZONE

OnSide Youth Zone Thames Gateway is a brand-new locally run youth charity, set to provide thousands of young people with a space to feel proud of, where they feel empowered to achieve their potential and are at the heart of every step!

With community centered values, and being located in the heart of Tilbury, OnSide Youth Zone Thames Gateway will be an inspiring place for young people aged 8-19 (and up to 25 for those with additional needs) to explore new opportunities, reach their potential and have their voices heard. Excitingly, our contractors started on site in February 2026 with our opening date scheduled for Winter 2027.

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.

OnSide Youth Zone Thames Gateway 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. It 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 to see the power of youth work and the impact attending a Youth Zone has had on young people and see the support OnSide Youth Zone Thames Gateway will provide to young people. As our website is still under development please take a look at OnSide's website [here](#)

[Archie's story #ButWhenImHere - YouTube](#)

[Mala's story #ButWhenImHere \(youtube.com\)](#)

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.

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.

[OnSide - But when I'm here \(youtube.com\)](#)

<https://www.onsideyouthzones.org/>

THE ROLE

Are you motivated and passionate about making a difference? If you're fun, full of energy, and love connecting with young people, this could be the perfect role for you!

We're looking for a committed and enthusiastic Youth Worker to join our team at OnSide Youth Zone Thames Gateway. You'll play a key role in engaging and supporting young people aged 8-19 (up to 25 with additional needs), helping to create a safe, welcoming, and positive environment where they feel valued and inspired.

A central part of the role is working alongside our Youth Engagement and Community Worker to deliver the Young People's Development Group (YPDG). Meeting every Monday evening, this group empowers young people to share their ideas, influence decisions about the Youth Zone, and develop skills, confidence, and positive connections within their community while ensuring their voices are heard and their perspectives help shape decisions at every stage of the Youth Zone's journey.

ALL ONSIDE YOUTH ZONE THAMES GATEWAY EMPLOYEES ARE EXPECTED TO:

- Be a positive role model for young people - bring a 'can-do' attitude and take responsibility for your actions.
- Live the values of OnSide Youth Zone Thames Gateway and the OnSide Network, working within the charity's performance framework to support a culture of high performance, continuous learning, and a young people first, team always ethos.
- Model the behaviors of Youth Zone Thames Gateway in everything you do - whether that's working with colleagues, chatting to visitors, or helping out with promotional events and tours.
- Help create and maintain a safe and welcoming environment for all young people, encouraging positive behaviour and mutual respect.
- Demonstrate an ongoing commitment to equity, fairness, and inclusion.
- Follow all policies and procedures, especially around Safeguarding, Health & Safety, and Equity, Diversity & Inclusion.

JOB DESCRIPTION

KEY RESPONSIBILITIES

Help plan and deliver fun, engaging sessions that young people want to be part of.

Build positive relationships by supporting, guiding, and informally mentoring young people.

Create a safe, inclusive space where every young person feels welcome, respected, and able to be themselves.

Work closely with the Youth Engagement and Community Worker to bring sessions to life and keep everything running smoothly.

Understand the needs of OnSide Youth Zone Thames Gateway and communicate them in a clear, consistent way to the young people, parents and guardians.

Encourage all young people to get involved, have their say, and try new things.

Ensure young people's voices are championed and advocated for within the Youth Zone, ensuring all services provide a great experience.

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 policies, procedures, and practice.

Any other duties that may be required

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 transferable 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 and the 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 transferrable.

You may be just the right candidate!

SELECTION CRITERIA

EXPERIENCE

Experience of working with young people, ideally within a youth work setting

Awareness of basic safeguarding and H&S principles, ensuring the safety and well-being of all young people. Training will be provided in all related referral processes.

If you have any experience supporting positive behaviour or helping manage conflict between young people this would be advantageous, however it's not essential as training will be provided.

SKILLS, KNOWLEDGE AND ATTRIBUTES

Having a young person focused approach, being passionate about the power and impact of youth work and using it as a vehicle to empower young people to become the very best versions of themselves.

Ability to build positive relationships and engage effectively with young people.

Ability to create safe, welcoming spaces where all young people feel valued and included.

Good communication skills (written & verbal), with the ability to connect well with young people, colleagues, and external partners

Ability to work on own initiative and as part of a team maintaining a proactive approach and can-do attitude

A Passion for Young People: A genuine enthusiasm for working in a youth environment

A willingness to work flexibly. *This may include travel locally, depending on the needs of the role.*

QUALIFICATIONS

Evidence of and a desire for ongoing professional development in the Youth Work field is advantageous but not essential for this role.

Proficient IT skills with an understanding of Office 365 and relevant support systems

GENERAL INFORMATION

The normal hours of work are 3 hours per week, or those necessary to fulfil the requirements of the position. Planned working hours will be 2 hours per week on a Monday and 1 hour per week to be worked flexibly on either a Wednesday or Friday. Any arrangement to be agreed with the Openings Manager and Youth Engagement and Community Worker (the flexible hour will be worked from home)

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

APPLICATION PROCESS

To apply, please complete an Application Form via the OnSide website and submit via the link at [Work with OnSide - OnSide Youth Zones](#). Please reach out to HR@onsideyouthzones.org should you have any reasonable adjustments which may be needed to assist you in your application or the selection process.

CLOSING DATE FOR APPLICATIONS:

12noon on Friday 24th April

(We may close this role early if we receive a high volume of applications, so we encourage you to apply as soon as possible.)

FIRST STAGE INTERVIEWS:

Tuesday 28th April in the afternoon - 30 minutes (virtual)

SECOND STAGE INTERVIEWS:

Wednesday 29th April - 45 minutes (in-person, location TBC but local)



For 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.

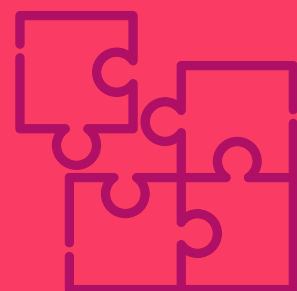


AMBITION

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



50K

MEMBERS ACROSS
THE ONSIDE NETWORK



MEMBERS MAKE OVER

650K

VISITS EVERY YEAR



£187M

INVESTED IN YOUNG PEOPLE
THROUGH OUR NETWORK

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



77%

OF MEMBERS ARE MORE
SELF-CONFIDENT



82%

OF FREQUENT ATTENDERS
HAVE MORE FRIENDS

HELP YOUNG PEOPLE LEAD HEALTHIER, HAPPIER LIVES



1 IN 10

OF YOUNG PEOPLE
HAVE A DISABILITY OR
ADDITIONAL NEED



70%

OF MEMBERS
BELIEVE THAT THEY
ARE HEALTHIER



75%

FEEL BETTER
IN THEMSELVES



64%

OF PARENTS THOUGHT
THEIR CHILDREN HAD
BETTER MENTAL HEALTH