



SPECIALIST SESSIONAL YOUTH WORKER

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



ROLE PROFILE: SPECIALIST SESSIONAL YOUTH WORKER

HOURLY WAGE: £13.30

LOCATION: The Dome Crewe Youth Zone, Oak Street, Crewe, CW2 7BX (and occasional off-site activities)

REPORTING TO: Youth Work Team Manager

HOURS: Various including evenings, weekends and holiday. Contracts ranging from 4 hours to 30 hours

SAFEGUARDING COMMITMENT

The Dome is committed to safeguarding and promoting the welfare of children and young people. This role is subject to an Enhanced DBS check, satisfactory references and completion of safeguarding training

BENEFITS:

- 25 days (Sessional workers accrue paid holiday at a rate equivalent to 5.6 weeks per year, calculated according to the hours worked).
- Workplace pension
- Access to our Employee Assistance Programme.
- Free meals on duty
- Free Gym access
- Access to OnSide's Talent Academy; bespoke training and mentoring.

THE ROLE

Are you driven, passionate, and ready to make a real difference in young people's lives? If you bring energy, positivity, and the ability to stay cool when things get busy, this could be exactly the role you've been searching for.

As a key part of our delivery team, you'll be right at the heart of the action. You'll support Team Leaders across all sessions, helping to create a space where young people feel safe, inspired, and excited to get involved.

Whether you're coaching in the Boxing Gym, running sessions in the fitness suite, or showing off your skills on the climbing wall, your talents can open doors for young people and spark possibilities they may never have imagined.

Your mission is simple but powerful: help deliver a vibrant, high-quality youth programme that puts young people first. You'll need to be adaptable, hands-on, and ready to jump in wherever you're needed. No two days will look the same, and that's exactly what makes it special.

Whatever your skillset, if you've got the heart to lead and the spark to connect, we want you on our team. This is your chance to turn what you love into something that helps young people grow, explore, and experience opportunities that can shape their future.

You'll play a crucial role in bringing the Dome Youth Zone, welcoming up to 250 young people each session and helping to build a space where they can thrive, belong, and be themselves.

ALL 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

- Deliver inclusive and engaging activities — Contribute to an inclusive, energetic youth work team by helping deliver a safe, up-to-date programme of activities, bringing fresh ideas and skills that reflect the needs and interests of young people.
- Deliver high quality youth work — Uphold The Dome's mission by delivering high quality youth work that puts young people first and supports their personal, social and educational development.
- Record attendance accurately using The Dome's membership database, following GDPR and safeguarding best practice.
- Build strong, positive relationships with young people, colleagues, volunteers, and visitors, bringing enthusiasm and a youth-centred approach to every session.
- Promote positive behaviour through engaging, structured activities with clear expectations. Encourage participation from all young people, ensuring their ideas influence the programme.
- Champion equality, diversity, inclusion, and cultural cohesion, challenging prejudice wherever it appears.
- Maintain a clean, safe, and welcoming environment for all service users.
- Follow all Dome policies and procedures, especially around safeguarding, health and safety, conduct, and inclusion.
- Stay alert to safeguarding concerns and report them to the Designated Safeguarding Lead.
- Support and collaborate with volunteers, recognising their contribution. Carry out any other reasonable duties that help deliver high quality youth provision at The Dome.
- Any other duties that may be required.

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 of delivering a wide range activities that are engaging, inclusive, and appropriate for young people of different abilities.
- Experience of supporting and delivering events and activities that encourage participation, confidence, and progression.
- Experience of working with children and young people aged 8–19, or up to 25 for those with additional needs.
- Experience of engaging and supporting young people from diverse backgrounds, including those with challenging and/or complex needs.
- Experience of working with young people with additional needs and disabilities, adapting activities to ensure accessibility and positive participation.
- Experience of working effectively as part of a team, including supporting and working alongside volunteers.

SKILLS, KNOWLEDGE AND ATTRIBUTES

- Ability to deliver high quality activities for young people who may experience social exclusion, disadvantage, or disengagement, and to confidently manage and support groups in a positive and inclusive way.
- Ability to coach, encourage, motivate, and provide consistent support to children and young people to help them build confidence and develop their skills.
- Basic knowledge of activity pathways, with an understanding of how young people can progress and access further opportunities.
- Ability to work effectively as part of a team, while also using initiative to work independently when required.
- Ability to deliver, and evaluate programmes of activity, including the completion of session plans and evaluations.
- Strong communication skills, with the ability to engage clearly and positively with young people, parents and carers, colleagues, volunteers, and members of the public.
- Confidence in managing challenging behaviour in a calm, consistent, and supportive manner.
- Ability to engage, motivate, and build positive, trusted relationships with young people, including those who are disengaged or disadvantaged.
- Ability to plan and deliver fun, engaging, and inclusive sessions that reflect the needs and interests of young people.
- Knowledge of health and safety, equality and diversity, safeguarding, and best practice.
- Understanding of the principles of working with children and young people, the challenges they may face, and how to respond to individual needs in a positive, supportive, and inclusive way.

QUALIFICATIONS

- **Climbing Wall**–Climbing Wall Instructor Qualification (or demonstrable experience of the ability to gain this qualification upon appointment, training provided)
- **Fitness Suite**–Level 2 Gym Instructing or above or Level 2 Certificate in Coaching Weightlifting
- **Boxing Gym**–Level 1 or Level 2 coaching qualification e.g. ABA Boxing, Kick Boxing Level 2 etc.

SPECIAL REQUIREMENTS

- A willingness to work unsociable hours including covering events, holidays and staff absence
- Enhanced DBS clearance.
- Commitment to Safeguarding children.
- Where applicable, evidence of and a desire for ongoing professional development (for example Youth Work, Safeguarding, Health & Safety, Management etc.)
- First Aid qualification (or willingness to work towards)
- Evidence of ongoing professional development, demonstrating a commitment to learning, reflection, and best practice
- Proficient IT skills with an understanding of Office 365 and relevant support systems

GENERAL INFORMATION

We are recruiting for all the available shifts. You will have the opportunity to tell us your availability during application, we aim to contract between 2 and 4 regular set shifts a week – some flexibility may be required.

Please note that in line with our Safeguarding Policy, you must be age 21 or over to work in our Senior, Project and Inclusion sessions and 18+ to work on our Junior Sessions.

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

EMPLOYEE BENEFITS



HEALTH & WELLBEING

- **FREE ONSITE GYM**
Stronger body. Clearer mind. Better day.
- **ACCESS TO OUR EMPLOYEE ASSISTANCE PROGRAMME**
- **FREE HOT MEAL FOR STAFF & VOLUNTEERS**
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 & 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. Complete the [application form](#)
 2. **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

Closing date for applications: 31st July

Interview day and assessments



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 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.

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.

