



ROLE PROFILE

YOUTH VOICE & ENGAGEMENT MANAGER



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POST: Youth Voice & Engagement Manager

SALARY: £30,000 - £35,000 (depending on experience)

LOCATION:

Hybrid working: This includes sessional and residential work with young people and at least one day a week in the Bolton office. There will be additional travel across the Youth Zone Network and UK to support and connect young peoples to opportunities.

REPORTING TO: Head of Openings Support

RESPONSIBLE FOR: Sessional Youth Workers, when deployed to support project work

CONTRACT:

Permanent: Full-time, 37.5 hours per week

BENEFITS:

Agile working with flexibility in working hours; 25 days annual leave plus bank holidays (rising to a maximum of 30 days); birthday leave, wellbeing day, additional annual leave purchase scheme; company matched pension; company sick, enhanced parental & 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

This is a unique and exciting role for a passionate, energetic and committed Youth Worker. The post holder will ensure young people are central to the development and growth of OnSide and play their part in shaping provisions for young people. You will help build positive relationships with internal and external stakeholder, and the communities where new and existing Youth Zones are located.

Your primary responsibility will be ensuring the voice of young people is represented in all we do. You will achieve this by coordinating our Youth Advisory Board, supporting young people to take part in engagement, training and advocacy opportunities. The post holder will also, when practical, support and contribute to the development of new Youth Zones.

The Youth Advisory Board brings together young people from across the OnSide Network to provide valuable input into decision-making and service development. Their contributions help ensure our programmes, policies and activities are informed by the lived experiences and needs of young people. You can read about the OnSide Youth Advisory Board here <https://www.onsideyouthzones.org/who-we-are/our-board/> alongside information on our board of trustees.

“I feel that I have developed so quickly being a part of the YAB. Whether it has been speaking in groups, gaining confidence or speaking in public, I have learnt so much. None of this would have happened without the amount of opportunities I have been given”- Youth Advisory Board Member

KEY RESPONSIBILITIES
Youth Advisory Board - To recruit, induct, and support a diverse group of young people to actively participate in the Youth Advisory Board (YAB) - To line manage sessional support staff supporting the Youth Advisory Board - To coordinate YAB meetings, agendas, communications, and follow-up actions to maintain engagement and momentum
To plan and deliver workshops and training that build young people’s confidence, leadership, and advocacy skills, including planning and delivering residential work.
Act as a bridge between young people and decision-makers, ensuring youth voice informs project priorities and organisational decision-making, including engagement with OnSide’s Board and SLT, and opportunities to advocate to government and national bodies.
To support young people voice and engagement for a new Youth Zone project, ahead of the recruitment the local team, including supporting young people’s involvement on the CEO recruitment.
To monitor and evaluate youth participation activities, gathering feedback and reporting outcomes to measure effectiveness
To support young people to engage in advocacy opportunities, including working with the media, attending interviews, speaking at events.
To prepare and accompany young people for external opportunities, ensuring they feel confident, supported, and safe when representing their peer
To champion the role of young people as advocates for change, encouraging them to shape campaigns, consultations, and wider community initiatives
To work with Communications Team and other OnSide teams to champion the voice of young people, including identifying and supporting young people involved in external communications work
To work with the OnSide team and Youth Zone network to support young people influence and engagement in OnSide / network opportunities, for example Safeguarding Week, Youth Work Conference, and other opportunities
To be alert to issues of safeguarding and child protection, ensuring the welfare and safety of young people is promoted and safeguarded, reporting any concerns to the Designated Safeguarding Leads and ensuring all events and activities for young people are well planned, safe and in line with safeguarding policies and procedures.

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, non-binary people 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 transferable**. You may be just the right candidate!

SELECTION CRITERIA
EXPERIENCE
Youth work experience in a variety of settings
Experience of working with young people on developmental programmes & supporting them to have a voice in decision making
Experience of developing training programmes for young people
Experience of handling safeguarding issues involving young people; for example, in the role of Designated Safeguarding Lead or similar level of experience
Experience of working with other partners, particularly in the youth sector
Experience of working with Youth Voice and other participation structures.
SKILLS, KNOWLEDGE AND ATTRIBUTES
A good understanding of youth work & group development process
Clear written and verbal communication, and excellent relationship management skills
Strong inter-personal skills that inspire confidence and credibility
Ability to hold high support and high challenge peer relationships
Ability to enthuse and motivate others, striving for excellence
Understanding of federated networks
Flexible, creative and solutions-focussed with a 'can do attitude'. Dealing with problems as a challenge not an obstacle!
Genuine passion for our youth focussed mission & core values
Commitment to Equity, Diversity & Inclusion
A willingness to travel and work flexibly including frequent evenings, weekends & residentials

GENERAL INFORMATION

This role will be contractually based at our Bolton office with hybrid working; in practice this will involve working at least one a week in the office, combined with home working and travel across our Youth Zone network as required. It will also require occasional overnight stays. Homeworking risk assessments are carried out for all employees working from home.

OnSide will contribute towards reasonable travel costs for candidates invited to attend face-to-face interviews when they are travelling from outside the local area. This approach reflects OnSide's commitment to fairness and equality of opportunity.

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



APPLICATION PROCESS

To apply, please submit a CV and a one-page cover letter via the OnSide website at [Work with OnSide - OnSide Youth Zones](#).

While we encourage the responsible use of AI to support your application, your cover letter should be personally written and clearly set out how you meet the person specification.

In addition, please provide the following information:

- Confirmation you are eligible to work in the UK (documentary evidence will be required 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 equity, diversity & inclusion.



For information on how OnSide processes your data, go to
[OnSide Youth Zones Job Applicant Privacy Notice - OnSide Youth Zones](#)

CLOSING DATE FOR APPLICATIONS: Wednesday 28th October 2026

INTERVIEWS:

First stage interviews (online): Tuesday 10th November 2026

Second stage interviews (in-person at a North-West based Youth Zone): Evening of Tuesday 17th November 2026

There will also be a short, values-based phone interview around the second stage.

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.





THE DIFFERENCE WE ARE MAKING

As a Network we have an incredible impact on young people



£234M

INVESTED IN OUR NETWORK
TO SUPPORT YOUTH ZONE
DELIVERY AND PROGRAMMES



60K+

YOUNG PEOPLE ATTEND
YOUTH ZONES EVERY YEAR

404

STAFF HAVE BENEFITTED
FROM TALENT ACADEMY
TRAINING IN 2024/25



666K+

ENGAGEMENTS BY YOUNG
PEOPLE ACROSS
THE NETWORK



£221M

RAISED TO 'START UP' NEW
YOUTH ZONES NATIONWIDE



76%

OF YOUNG PEOPLE INCREASED
OR MAINTAINED SELF-
CONFIDENCE IN 2024/25

83%

OF YOUNG PEOPLE INCREASED
OR MAINTAINED THEIR
ASPIRATIONS IN 2024/25



78%

OF YOUNG PEOPLE IMPROVED
OR MAINTAINED THEIR
SOCIAL SKILLS IN 2024/25



£13+

SOCIAL RETURN ON
INVESTMENT FOR EVERY £1
INVESTED INTO YOUTH ZONES



~£350M

OF SOCIAL VALUE GENERATED
ACROSS THE ONSIDE NETWORK
IN 2025/26

