

Role Profile - Youth Worker - Climbing Instructor *

Job title	Youth Worker - Climbing Instructor	Salary:	Up to £25 per hour dependent on experience.
Reporting to:	Sports Coordinator	Holidays:	33 days including bank holidays (pro-rata)
Location:	Unitas Youth Zone Burnt Oak, Barnet	Hours:	Up to 26 hours per week *Multiple positions available

The Person: Do you want to use your sport and climbing experience to enable young people to learn new skills and access our indoor climbing wall? Do you enjoy helping young people overcome challenges and enjoy seeing them achieve? You will be passionate about ensuring all young people have a safe and fun experience when accessing the climbing wall.

Key Relationships: Head of Youth Work, Sport Coordinator, Volunteer & Training Manager; Other Youth Zone staff, OnSide, External Stakeholders, Young People, Parents, Visits, Facilities Officer

Job Purpose:

Sports and outdoor pursuits, alongside the Arts and Youth Work, is at the heart of Unitas’s offer to young people. The sports and outdoor offer at Unitas are wide ranging and as a member of the Sports team, you will be key in ensuring young people have access to an exciting and engaging programme of adventurous activities that will be challenging, stimulating, fun, engaging and developmental. You will ensure the climbing wall is well used and maintained to a high standard by offering young people safe, exciting, and challenging routes to climb in a friendly and welcoming environment. You will provide supervision and advice to young people and support and guide Unitas Youth Zone’s staff and volunteers.

As a consequence of Covid19 Unitas Youth Zone, along with the whole youth work sector, has had to respond accordingly. One of the key responses, in light of restrictions placed upon the sector, is to seek to engage young people in community spaces away from our own purpose-built centre. We need to support young people wherever they need us. We call this ‘Unitas 2.0’ – a blended approach to delivering youth provision across our own centre, outreach work in the community, satellite provision, mentoring and digital activity.

You will be involved in session delivery, planning, preparation, and work with young people closely. You will be provided all the necessary equipment and training and will be afforded plentiful personal development opportunities.

You will be someone with a clear ‘can do’ approach, committed to a growth mindset, eager to learn and willing to take risks all for the benefit of supporting young people. You will demonstrate our Values through all you do and will commit to giving your best every session for young people.

Context of the post:

OnSide Youth Zones, established in 2008, has been growing rapidly and has ambitious plans to create 100 Youth Zones in towns and cities, giving young people somewhere safe and inspiring to go in their leisure time. Youth Zones are amazing places: accessible, vibrant, welcoming, fun, and caring are just some of the words used by young people to describe their Youth Zone. Unitas, opening in Summer 2019, will be no exception, and is part of the OnSide network of Youth Zones.

Many young people, particularly those from socio-economically deprived areas, face an endless maze of boredom, loneliness, and temptation, with nowhere to go and a lack of inspiring and productive activities to occupy their leisure time. This can lead to negative impacts on their health, educational attainment, and career prospects. These are the young people that will shape the country's future prospects. It is this paradox that lies at the heart of OnSide's drive to establish a national network of Youth Zones; a proven model of youth service provision that is aligned to community needs and supported by cross-sector funding. Youth Zones give young people affordable access to a broad range of sport, arts, and employability services, designed to help them lead active, positive lives and raise their aspirations for themselves and their community.

Unitas Youth Zone is centrally located, dedicated to young people, and makes a bold statement about the importance of giving young people high quality places to go in their leisure time. Open 7 days a week including school holidays, the Youth Zone's vision is to unite young people to fulfil their full potential. The state-of-the-art £6.5 million building provides young people with access to a range of activities, all offering young people the opportunity to try new things, meet new friends and gain support from friendly, warm, and positive staff and volunteers. The facilities include a 3G pitch, a gym, sports hall and recreation area, and dance, arts, music, and media suites.

Duties and Responsibilities - General

- Be a role model for young people and present a positive "can do" attitude
- Take personal responsibility for own actions
- Commit to a culture of continuous improvement
- Work within the performance framework of Unitas Youth Zone and OnSide
- Represent Unitas Youth Zone positively and effectively in all dealings with internal colleagues, and external partners
- Comply with all policies and procedures, with particular reference to safeguarding, codes of conduct health and safety and equality and diversity to ensure all activities are accessible
- Represent Unitas Youth Zone positively and effectively in all dealings with internal colleagues, and external partners
- To 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 the safeguarding policies, procedures, and practice (training to be provided)
- To assist with any promotional activities and visits that take place at the Youth Zone
- To actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership

- To adhere to Unitas Youth Zone policies at all times, with particular reference to Health and Safety, Safeguarding and Equal Opportunities

Duties and Responsibilities - Detailed

- Together with the Sports team, develop and implement a climbing programme and outdoor events, ensuring we continue to develop and expand to meet the changing needs of our members
- The role is 100% face to face delivery with young people
- Carry out inductions for new users and then provide supervision on the climbing wall, promoting best practice and safe use for all young people
- To plan, coordinate and deliver a comprehensive climbing programme for young people, which will enable them to build their confidence, social skills, and overall wellbeing
- Ensure the highest standards of health and safety are maintained in the climbing area and in any outdoor adventures. Monitor wall safety practices whilst working
- Ensure that all equipment necessary for each session is fit for purpose, including ropes, harnesses, and belays. Ensure equipment is stored correctly and securely after completion of each session
- Carry out and log daily, weekly, and monthly checks, reporting any defects or faults to the Sports Coordinator. Carry out remedial action where appropriate
- Assist with the route setting programme, settling routes/boulder problems as required
- Assist in the provision of risk assessments and report to the relevant Session Manager any accident or incident that requires attention, completing accident report forms as appropriate
- To deliver accredited awards such as NICAS and encourage motivate, encourage, and support young people to participate fully in climbing sessions
- Keep up to date on policies or procedures required for the safe operation of the climbing wall.
- Ensure the climbing area is kept clean, tidy, and clear of rubbish at all times
- To manage, support and coordinate sessional staffing requirements for outdoor adventure activities within NGB guidelines
- To promote and safeguard the welfare of children and young people at all times. To promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination
- To work with volunteers in sessions, coaching them to achieve their full potential within their given roles and monitoring their ability as climbing coaches
- Any other duties as may reasonably be required by the charity.

Person Specification

Selection Criteria*	Essential or Desirable
A = Application Form I = Interview T = Test/Personality Profile	
Experience	
Experience of working with groups of young people aged 8 to 19, or up to aged 25 with a disability	Essential
Experience of working with young people from diverse backgrounds or those with additional needs	Essential
Experience of Climbing Instruction/ Outdoor Adventure management	Essential
Experience of conducting climbing wall and equipment safety checks	Essential
Extensive experience of delivering outdoor adventure activities to young people	Essential

Experience of working with/mentoring a team of volunteers	Essential
Experience of working with young people that have additional needs or have disabilities	Desirable
Experience of route setting	Highly Desirable
Experience of delivering the NICAS Award schemes	Desirable
Qualifications	
Climbing Wall Instructor Qualification (formally Climbing Wall Award) (or demonstrable experience of the ability to gain this qualification upon appointment) ** (formally Climbing Wall Award)	Essential
Single Pitch Award	Desirable
First Aid qualification	Essential
Foundation coach/BMC Fundamental's course	Desirable
RSA level 2 – Route Setter	Desirable
Skills	
Ability to deliver high quality Climbing activities with children and young people.	Essential
Able to work as part of a team and under own initiative	Essential
Able to manage challenging behaviour	Essential
Able to communicate effectively with young people, parents, team members and members of the public	Essential
Ability to work reactively to situations and change the programme/activity as needed.	Essential
Ability to engage and build positive relationships with young people, including disengaged and disadvantaged young people	Essential
Ability to coach, encourage, motivate, and provide reliable support to young people	Essential
Knowledge	
Understand the principles of working with young people, the issues affecting their lives and knowledge of their needs	Desirable
Knowledge of health and safety and best practice in a climbing wall environment	Essential
Sound knowledge of outdoor adventure qualifications and the quality standards expected for the successful delivery of accredited outdoor adventure activities	Essential
Special Requirements	
A willingness to work unsociable hours	Essential
The ability and willingness to travel to events in the region and beyond	Essential
Enhanced DBS clearance and commitment to Safeguarding children	Essential

*Selection criteria for guidance only, alternative methods may be used to assist the selection process

**Logged climbs at a range of indoor centres, 10 led routes at Fr4 on walls.

Unitas Youth Zone are committed to safeguarding and promoting the welfare of children, young people, and vulnerable groups. This post is subject to an enhanced DBS check. The strength of the OnSide Network of Youth Zone is the diversity of its people, we place huge value on different people doing things in different ways and we welcome applications from what might be considered non-traditional backgrounds. The one thing we all have in common is our desire to raise the aspirations of young people across the country. We are an equal opportunity employer. All applicants will be considered for employment without attention to race, colour, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.

Unitas Values:

Young People First: We will show an absolute determination to unite young people in order to help them raise their aspirations and fulfil their potential.

Be the Best Version of you: We want everyone associated with Unitas to be the best they can be, to never settle for 'just enough' or 'second best' and to constantly strive to do more and to challenge each other for more.

Integrity: We want everyone associated with Unitas to act with integrity, to be honest and open, and to respect each other and the youth zone environment.

#Oneteam: All those associated with Unitas will display a willingness to work together and to form positive and collaborative relationships that strive for the best possible outcomes for young people.

Dream Big: We will support young people to achieve their goals helping them see that they can be whoever they wish to be and that they can have some fun along the way in a safe and nurturing environment.

**YOUR VOICE.
YOUR POWER.
YOUR UNITAS.**

UNITAS 2.0

YOUNG PEOPLE FIRST // #ONETEAM // DREAM BIG // INTEGRITY // BE THE BEST VERSION OF YOU

UNITAS	UNITAS COMMUNITY OUTREACH	UNITAS SATELLITE	UNITAS MENTORING	UNITAS YZ AT HOME (DIGITAL)
<ul style="list-style-type: none"> • Capped sessions in line with guidance • Bookable activity • Invite only • Community partners • Holiday Club 	<ul style="list-style-type: none"> • Montrose Park - fitness, art, dance, open air drama, mentoring • Walking Bus • Local parks • Engaging young people through street based activity • Trips & Treats - bowling, meals out 	<ul style="list-style-type: none"> • Community spaces • Children's centres? • Local Authority hubs • Working collaboratively with local partners and at their venues • After School Clubs 	<ul style="list-style-type: none"> • 1:1 support • Borough wide • Meet in neutral spaces like local cafes and restaurants 	<ul style="list-style-type: none"> • Timetable weekly content • UniCafe • Peer to peer • Tik Tok • Insta • Snapchat

← YOUTH VOICE / SEND / VOLUNTEERING / AMBITIONS / TRAINEESHIPS →
PPE - Risk Assessment - Social Distancing - Staff Bubbles - Salesforce - Review