

Role Profile – Climbing Instructor Youth Worker

Job title:	Climbing Instructor Youth Worker	Salary:	£10.85 per hour
Reporting to:	Sports Coordinator	Holidays:	33 days including bank holidays (pro-rata)
Location:	Legacy, Croydon Youth Zone	Hours:	Between 9 to 25 hours per week, evenings and weekends. *2 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 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, Session Lead Managers, Volunteer & Training Manager; Other Youth Zone staff, OnSide, External Stakeholders, Young People, Parents, Visits, Facilities Officer

Key Dates and application details: **Closing date: when position is filled**

Application forms will be reviewed as and when they are submitted and interviews arranged based around this.

To apply, please complete the application form, which can be found on our website. Your completed form should be sent by email to Legacy Youth Zone's recruitment team:

recruitment@legacyyouthzone.org



Job Purpose:

Sports, alongside the Arts and Youth Work, is at the heart of Legacy's offer to young people. The sports offer at Legacy is 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 members of Legacy Youth Zone's staff and volunteers.

Context of the post:

Youth Zones are amazing places: accessible, vibrant, welcoming, fun, caring and safe are just some of the words used by young people. Legacy's state-of-the-art £6.5 million building opened on Whitehorse Road, Croydon in Summer 2019 and is no different. Centrally located, it is dedicated to young people and to making a bold statement about the importance of giving young people high quality places to go in their leisure time. Legacy has big ambitions to be a flagship for quality youth provision and joins the growing OnSide network becoming the 13th youth zone in the network and the 3rd in London. Open 7 days a week, at weekends and during school holidays, the Youth Zone's purpose is to help young people grow to be happy, healthy and successful adults. Youth Zones provide young people with access to a range of activities, all offering the opportunity to try new things, meet new friends and gain support from friendly, warm and positive staff and volunteers. The facilities will include a 3G pitch, a gym, sports hall and recreation area, and dance, arts, music and media suites seven days a week, and facilities equipped for a wide range of sporting, artistic, cultural and general recreational activities and targeted services. To access a Youth Zone young people aged 8 – 19 (or 25 with additional needs), simply pay 50p per visit and £5 per year membership. Find out more by watching

<https://www.youtube.com/watch?v=Q3fFHKXV7ZQ>
<https://www.youtube.com/watch?v=sZCMoDYEfTQ>

.....it might just change your life!

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 Legacy Youth Zone and OnSide
- Represent Legacy 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, equal opportunities and diversity to ensure all
- activities are accessible

- To be alert to issues of safeguarding and child protection, ensuring the welfare and that the safety of Youth Zone members is promoted and safeguarded. (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 be an active member of the team and operate in line with the values and principles of Legacy Youth Zone

Duties and Responsibilities - Detailed

- Together with the Sports Coordinator, 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

Person Specification

Selection Criteria* A = Application Form I = Interview T = Test/Personality Profile	Essential or Desirable	Method of Assessment
Experience		
Experience of working with groups of young people aged 8 to 19, or up to aged 25 with a disability	Essential	A & I
Experience of working with young people from diverse backgrounds or those with additional needs	Essential	A & I
Experience of Climbing Instruction/ Outdoor Adventure management	Essential	A & I
Experience of conducting climbing wall and equipment safety checks	Essential	A & I
Extensive experience of delivering outdoor adventure activities to young people	Essential	A & I
Experience of working with/mentoring a team of volunteers	Essential	A & I
Experience of working with young people that have additional needs or have disabilities	Desirable	A & I
Experience of route setting	Highly Desirable	A & I
Experience of delivering the NICAS Award schemes	Desirable	A & I
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	A
Single Pitch Award	Desirable	A
First Aid qualification	Essential	A
Foundation coach/BMC Fundamental's course	Desirable	A
RSA level 2 – Route Setter	Desirable	A
Skills		
Ability to deliver high quality Climbing activities with children and young people.	Essential	A & I
Able to work as part of a team and under own initiative	Essential	A & I
Able to manage challenging behaviour	Essential	A & I
Able to communicate effectively with young people, parents, team members and members of the public	Essential	A & I
Ability to work reactively to situations and change the programme/activity as needed.	Essential	A & I
Ability to engage and build positive relationships with young people, including disengaged and disadvantaged young people	Essential	A & I
Ability to coach, encourage, motivate and provide reliable support to young people	Essential	A & I
Knowledge		
Understand the principles of working with young people, the issues affecting their lives and knowledge of their needs	Desirable	A & I
Knowledge of health and safety and best practice in a climbing wall environment	Essential	A & I
Sound knowledge of outdoor adventure qualifications and the quality standards expected for the successful delivery of accredited outdoor adventure activities	Essential	A & I
Special Requirements		
A willingness to work unsociable hours	Essential	A & I
The ability and willingness to travel to events in the region and beyond	Essential	A & I
Enhanced DBS clearance and commitment to Safeguarding children	Essential	A & I


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

Legacy 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 Zones is the diversity of its people; we place huge value on different people doing things in different ways. The one thing we all have in common is our desire to raise the aspirations of young people across the country.

OnSide Youth Zones Values

ONSIDE YOUTH ZONES NETWORK 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 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.



AMBITIOUS

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.

COLLABORATIVE

We will create and nurture strong, creative partnerships, working together to achieve better results and outcomes for young people.

