



OUTDOOR EDUCATION AND ADVENTUROUS ACTIVITIES COORDINATOR

Job Title: Outdoor Education and Adventurous Activities Coordinator

Reporting to: Head of Youth Work

Location: Salford Youth Zone (SYZ)

Salary: £26,626 - £28,917

Holidays: 33 days including bank holidays (pro-rata)

Hours: 40 hours per week (including evenings & weekends)

Key Relationships: Head of Youth Work, Youth Work Coordinators (Junior Club Manager, Senior Club Manager, Sports, Inclusion, Creative), Sessional Youth Workers and Volunteers, partner agencies

ABOUT EMPOWER

Empower is the umbrella charity that currently oversees operations of the award-winning youth charity based in Manchester, HideOut Youth Zone, which opened in 2020 and will operate the new Salford Youth Zone (SYZ), due to open Spring / Summer 2025

SYZ's state-of-the-art building will provide young people with somewhere safe to go, something positive to do and someone trusted to talk to, with facilities that include outdoor 3G and MUGA pitches, climbing wall, gym, boxing and mixed martial arts area, sports hall gaming and recreation area, dance, arts, music and media suites.

The two Youth Zone's will sit within the Onside network; a growing number of Youth Zone's across the UK which are funded, built, supported and launched by the national charity, Onside.

It is Empower's vision to ensure all young people grow to lead happy, healthy, safe and successful lives.

ABOUT SYZ

The role is based at Salford Youth Zone.

Set to open its doors in 2025, SYZ is a dedicated charity for Salford's young people, set up to give them the opportunity to discover their passion and their purpose.

SYZ will open 7 days a week, offering a free hot meal and over 20 activities every night for just 50p per visit for young people aged 8-19, or up to 25 for those with an additional need or disability. Facilities include a 3G pitch, climbing wall, gym, sports hall and recreation area, and dance, arts, music, and media suites.

Salford Youth Zone is at the very beginning of its Youth Zone journey and we look forward to providing young people from a diverse range of backgrounds the opportunity to make friends, develop new skills, unlock their potential and have fun.

WHAT IS THE ROLE?

The Outdoor Education and Adventurous Activity Coordinator will develop and oversee delivery of inclusive outdoor education and adventurous programmes that motivate and challenge young people.

The successful candidate will enable young people experience success, both as individuals and as part of a team, thereby raising self-esteem and personal confidence.

You should have a range of instructor qualifications (e.g. Mountain Leaders, Kayaking, British Cycling, Expedition Leader, Indoor Climbing etc.) and be willing to work toward others.

You would be required to build and maintain partnerships and mutually beneficial relationships with other partner agencies across the City of Salford and beyond; to widen the opportunities for young people to participate in outdoor education and adventurous activities outside of the Youth Zone.

JD Foundation are proud to work alongside Empower to support initiatives that focus on young people taking part in outdoor education and adventurous activity.

WHAT WILL I BE DOING?

- Lead a programme of adventurous activities for young people aged 8-19 (or up to 25 with additional needs), that's accessible, challenging and exciting
- Take a lead on the delivery and administration of Duke Of Edinburgh and residential programmes
- Oversee the indoor climbing offer within the Youth Zone
- Map out the existing outdoor education and adventurous activity offer across Salford and develop relationships with partner agencies that will create new pathways and opportunities for young people through collaborative working
- Duty managing a team of staff and volunteers to deliver a safe programme of activities that meets the needs of the current membership of young people
- Clear structure, planning and purpose to underpin every session with clear session briefs and debriefs
- Leading on safeguarding (working closely with the Designated Safeguarding Lead) and behaviour management during sessions to ensure Salford Youth Zone is a welcoming environment for all young people
- Maintaining compliance with good working practices to ensure the safety of young people
- Supporting the core delivery programme so it's safe, creative, fun, challenging and contributes to the development and growth of young people (with particular focus on confidence, social skills, resilience, health and aspiration)
- Supporting regular reviews and evaluations of the delivery programme including capturing the outcomes and positive impact, recording soft and hard outcomes
- Supporting the fundraising team to identify opportunities and grants for additional experiences for young people
- Supporting effective joint working with schools and other partner agencies to ensure a holistic approach in service delivery to young people, including representing the Youth Zone at meetings with partner agencies
- Giving support across the whole Youth Zone offer (as required) which takes place every evening, weekend and during school holidays, as well as occasional residential opportunities
- Carry out any other reasonable duties as requested

WHAT ELSE WILL I NEED TO DO?

- 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 Salford Youth Zone and OnSide
- Represent Salford 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
- 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)
- Assist with any promotional activities and visits that take place at the Youth Zone
- Actively promote the Youth Zone and positively contribute towards increasing Youth Zone membership.

PERSON SPECIFICATION

Selection Criteria A = Application Form I = Interview	Essential or Desirable	Method of Assessment
Experience		
Proven experience of working with young people aged 8 - 19 (up to 25 for those with additional needs) in outdoor and adventure activity settings	Essential	A & I
Proven experience of engaging vulnerable, disengaged or hard to reach young people	Essential	A & I
Experience of managing a staff team (including volunteers)	Essential	A & I
Experience of dealing with safeguarding issues within a multi-agency setting	Essential	A & I
Organising and delivering a programme of youth work activities in outdoor settings and including adventurous activities	Essential	A & I
Experience of working with children and young people with additional needs and disabilities	Desirable	A & I
Experience of monitoring and evaluation processes	Desirable	A & I
Experience managing externally funded projects	Desirable	A & I
Experience providing information, advice, guidance and support to young people	Desirable	A & I
Educational / Vocational Qualifications		
GCSE or equivalent literacy and numeracy	Desirable	A
A professional youth work qualification	Desirable	A
A management or leadership qualification	Desirable	A
Mountain Leader Award, Climbing Instructor, Kayaking, British Cycling	Desirable	A
Skills		
Excellent communication skills to deliver activity programmes to a wide range of young people	Essential	A & I

Ability to motivate and engage staff, volunteers and young people	Essential	A & I
Strong commitment to young people and ability to engage and build positive relationships with disengaged young people	Essential	A & I
Ability to establish good professional relationships with young people, adults and partner agencies/organisations	Essential	A & I
Ability to manage and organise several tasks at a time	Essential	A & I
IT literate	Essential	A & I
Knowledge		
Understanding the challenges faced by young people and issues facing their lives	Essential	A & I
Understanding of youth work theory and practice	Essential	A & I
An understanding of safeguarding and current policies initiatives	Essential	A & I
Special Requirements		
A willingness to work regular evenings and weekends	Essential	I
A willingness to cover events, holidays and staff absence	Essential	I
DBS clearance and committed to Safeguarding children	Essential	A & I
The ability and willingness to travel to meetings and events both in the area and beyond	Essential	A & I

ADDITIONAL INFO

The role is based at Salford Youth Zone. Salford Youth Zone is 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 Salford and the OnSide network of Youth Zones is the diversity of its people; we place huge value on equal opportunities and encourage applications from candidates of diverse backgrounds, communities and abilities. The one thing we all have in common is our desire to raise the aspirations of young people across the country.

For information regarding how OnSide Youth Zones process your data, please visit www.onsideyouthzones.org/applicant-privacy/

APPLICATION PROCESS

Application form: salfordyouthzone.org/get-involved/vacancies/

How to apply: Please complete the application form and return to recruitment@empoweryouthzones.org


Closing date: Wednesday 9th April 2025

Interview date: Sunday 13th April 2025

We review applications on a rolling basis and reserve the right to close the role at any time.

STRICTLY NO AGENCIES PLEASE

BENEFITS OF WORKING FOR SALFORD YOUTH ZONE

 Onsite Fitness Gym & Boxing / MMA Suite	 33 Days Annual Leave Pro-Rata	 Secure Cycle Store
 Branded Workwear	 Internal Café	 Flexible Working
 Learning and Development Opportunities	 Partnership Working	 Working with Like-Minded People and Cultures
 Company Sick Pay and Enhanced Maternity Leave	 Pension Scheme	 Living Wage Employer

Employee Assistance Programme

Salford Youth Zone's Employee Assistance Programme provides free and confidential support for our employees on a wide-range of topics, such as:

- Unlimited telephone support (24/7) with calls answered by experienced in-house counsellors, legal and financial specialists
- Structured counselling over the phone, via live chat, email, or in person (up to 6-sessions)
- Family advice line on topics such as childcare & eldercare
- Legal information services including debt & financial information
- Critical incident and trauma support
- Occupational health services
- Crisis support
- "My Healthy Advantage" smartphone app and online personalised wellbeing portal, including videos, webinars, mini health checks and health coaching
- Coverage for dependents (partner/spouse and children aged 16-24) within HMRC guidelines
- Support for line managers
- BrightTV and Wellbeing podcasts



Somewhere safe to go. Something positive to do. Someone trusted to talk to.

OUTDOOR EDUCATION AND ADVENTUROUS ACTIVITIES COORDINATOR



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.

