

**EMPOWER**  
MANCHESTER • SALFORD

THE HOME OF

**HIDE**  
OUT  
An OnSide Youth Zone



SOMEWHERE SAFE TO GO | SOMETHING POSITIVE TO DO | SOMEONE TRUSTED TO TALK TO

## YOUTH WORK MANAGER - SENIORS

**Job Title:** Youth Work Manager - Seniors

**Reporting to:** Head of Youth Work

**Location:** HideOut Youth Zone (Gorton)

**Salary:** £29,076 - £31,277

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

**Hours:** 40 hours per week (including evenings and weekends)

**Key Relationships:** Head of Youth Work, Youth Work Coordinators (Youth club manager - Juniors, Deputy & Holiday club manager, Enterprise & Projects Manager, Sports, Inclusion, Creative), Sessional Youth Workers, Volunteers, children & young people, parents, guardians and members of the community

## BENEFITS

- Onsite Fitness Gym & Boxing/MMA Suite
- 33 days annual leave
- Secure cycle store
- Branded workwear
- Queen Bee's Café - Free hot meal on session
- Learning and development opportunities
- Partnership working
- Working with like-minded people and cultures
- Part of a wider network
- Workplace pension scheme
- Special Leave
- Birthday Off
- Employee Assistance Programme through Health Assured
- Health and Wellbeing support which includes an app - Wisdom
- Enhanced maternity and paternity
- Company Sick Pay
- Real Living Wage Employer
- Charity Worker Discount / Bright Exchange Discount - through EAP/Wisdom

## APPLICATION PROCESS

**Date posted:** Friday 10th October 2025

**Closing date:** Friday 31<sup>st</sup> October 2025

**Application form:** [www.empoweryouthzones.org/vacancies/](http://www.empoweryouthzones.org/vacancies/)

**How to apply:** Please complete the application form and return to [recruitment@empoweryouthzones.org](mailto:recruitment@empoweryouthzones.org)

### STRICTLY NO AGENCIES PLEASE

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

Feel free to give us a call on **0161 511 3777** if you have any questions about this role, or to hear from a team member about life working at the youth zone.

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# ABOUT EMPOWER

Empower Youth Zones is the charity that oversees the creation, management and sustainability of Youth Zones in Manchester and Salford. These include HideOut Youth Zone located in Gorton (East Manchester) which opened in 2020, and Salford Youth Zone located in Pendleton, which opened to young people in June 2025. HideOut and Salford Youth Zone provide children and young people aged 8-19 and up to 25 for those with additional needs with somewhere safe to go, something positive to do and someone trusted to talk to.

Youth Zones are 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.

HideOut and Salford Youth Zone are part of a national and growing network of Onside Youth Zones. There are currently 15 active Onside Youth Zones across the UK with 20 due to be open by 2025.

## WHAT IS THE ROLE?

The Youth Work Manager - Seniors is a lead member of the delivery team. You will work across all Youth Zone sessions and have lead responsibility for the Senior Club offer to 13-19 (up to 25 for those with additional needs) year olds, ensuring there is a high-quality, creative and fun offer, which focuses on the needs of young people and is in line with HideOut Youth Zone's aspirations to provide young people with the best possible experiences and opportunities.

You will have a passion to put young people first. You will be responsible for the continuous improvement of the delivery and input towards the strategic delivery plan for HideOut Youth Zone. This is a fun, exciting and challenging role in a new, growing and ambitious charity where with up to 200 young people attending a session no two days will ever be the same.

Shifts vary on a rota basis and includes working a weekly priority day of Friday, Saturday or Sunday. This role includes any 5 days of the week - including weekends and evenings.

## WHAT WILL I BE DOING?

- To ensure there is an exciting range of activities on offer for young people aged 13+, 4 nights a week
- Duty manage a team of staff to deliver a safe programme of activities that meet the needs of the current membership
- To lead on the development, implementation and review of the of the Senior Club offer by:
  - Coordinating input and ownership from the wider staff team and young people including the Sport, Arts, Inclusion and Enterprise Co-ordinators, resulting in a diverse offer which responds to the needs and interests of young people.
  - To ensure that there is a clear path in place for young people to transition from the Junior Club to the Senior Club; by working closely with the Junior Club lead to achieve this.
  - Ensuring the programme is safe, creative, fun, challenging and contributes toward the development and growth of young people, in particular confidence, social skills, resilience, health and aspiration.
  - Ensuring the programme is varied in nature, making full use of the Youth Zone's facilities and the diverse skill set of the staff team, ensuring the offer includes the arts, sports, issue-based work, enterprise, support, advice and guidance and much more.
  - Ensuring regular review and evaluation of the programme including capturing the outcomes and positive impact, recording soft and hard outcomes.
  - Presenting case studies and celebrating the achievements of young people.
  - Ensuring high reach and engagement across the Senior Club, achieving and exceeding KPI's set by the Board, Chief Executive and Head of Youth Work including for example membership, attendance and representation of the local community.
- To lead the delivery team on sessions providing:
  - Clear hands-on leadership, role modelling and coaching to ensure high standards of delivery are maintained.
  - Clear structure, planning and purpose to underpin every session with clear session briefs and debriefs.
  - Leading on safeguarding (working closely with the DSO) and behaviour management during sessions to ensure HideOut Youth Zone is a welcoming environment for all young people.
  - To maintain compliance with safe working practices to ensure the safety of young people.
- To manage, induct, train, support and develop a team of full and part time youth workers and volunteers to contribute to the programme development and delivery working with the Volunteer and Training Manager supporting CPD and opportunities for accredited and recorded learning.
- To motivate, encourage and support young people to participate fully in sessions.
- To manage the Senior Club budget and other resources effectively to maximise the benefits to young people.
- To support the Youth Zone promotional and outreach plan working in the community both with partners and directly with young people.
- To work with the Youth Zone staff to identify opportunities and funding for additional opportunities and experiences for young people.

## 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 HideOut Youth Zone and OnSide
- Represent HideOut 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

<b>Selection Criteria</b> <b>A = Application Form I = Interview</b>	<b>Essential or Desirable</b>	<b>Method of Assessment</b>
<b>Experience</b>		
Proven experience of working with young people aged 13 to 19 (and up to 25 with additional needs) in a range of 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
Experience of organising and delivering a programme of youth work activities in an open access setting	Essential	A & I
Experience of work with those with disabilities and/or additional needs	Desirable	A & I
Experience of monitoring and evaluation processes	Desirable	A & I
Experience managing budgets	Desirable	A & I
<b>Qualifications</b>		
GCSE or equivalent literacy and numeracy	Desirable	A
A professional youth work qualification	Desirable	A
A management or leadership qualification	Desirable	A

<b>Skills</b>		
Ability to work with young people to enable the development of their social education by providing activity programmes, services and facilities that are fun	Essential	A & I
Ability to be enthused by young people and others	Essential	A & I
Ability to coach, encourage, motivate and provide reliable support to young people	Essential	A & I
Ability to dynamic risk assess	Desirable	A & I
<b>Knowledge</b>		
Understanding of issues affecting young people's lives	Essential	A & I
Knowledge of health and safety, diversity awareness and safeguarding best practice	Essential	A & I
<b>Special Requirements</b>		
A willingness to work unsociable hours when required	Essential	A & I
A willingness to cover events, holidays and staff absence	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

## ADDITIONAL INFO

EMPOWER 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 EMPOWER 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/](http://www.onsideyouthzones.org/applicant-privacy/)



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## OUR VISION, MISSION & VALUES

### OUR VISION

Children and Young People are inspired to lead healthy, happy, safe and successful lives.

### OUR MISSION

To provide children and young people with somewhere safe to go, something positive to do and someone trusted to talk to.

### 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, with 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 Zone and our local communities.



#### COLLABORATIVE

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