

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

SPORTS COORDINATOR

Job Title: Sports Coordinator

Reporting to: Youth Work Manager

Location: HideOut Youth Zone, Gorton,
Manchester, M12 5PX

Salary: £27,592 - £29,702

Holidays: 33 days inclusive of bank
holidays

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

Key Relationships: Head of Youth Work & Partnerships, Salford Youth Zone staff, Volunteers, Stakeholders, and Young People

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: Tuesday 3rd February 2026

Closing date: Monday 23rd February 2026

Interview date: Interviews will be held on Monday 2nd March

Application form: www.empoweryouthzones.org/vacancies/

How to apply: Please complete the application form and return to 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?

This role is full time and based at HideOut Youth Zone, 1 Queens Avenue, Manchester, M12 5PX.

To develop and deliver an exciting programme of sports activities which will engage young people aged 8 – 19 years (up to 25 for those with additional needs) at HideOut Youth Zone. To provide direct line management support, coaching, and development for sports sessional workers and volunteers to ensure young people receive a high-quality service.

To oversee the boxing gym, fitness suite, sports hall and dance studio. To utilise sport in the wider youth work agenda supporting and encouraging young people to express themselves, explore issues and facilitate personal development.

WHAT WILL I BE DOING?

- To plan, coordinate and deliver a comprehensive sports programme for young people aged 8 to 19 (up to 25 for those with additional needs) at HideOut Youth Zone, helping to build their confidence, social skills and improve their overall wellbeing
- To ensure that the sports programme is high quality and meets the needs of the young people including those with additional needs and disabilities and young people who typically don't engage in sports
- To ensure that the sports programme contributes to the wider youth work agenda, supporting the development of young people
- To motivate, encourage and support young people to participate fully in sports sessions
- To ensure all sports staff and volunteers are equipped with a range of resources and activities to engage, develop and inform young people
- To motivate, train, manage, develop, coordinate and maintain an adequate staff of sports coaches both paid and voluntary to deliver high quality and safe activities
- To identify during sessions any relevant issues or areas of development for young people and ensure that these are targeted in the sports programme delivery
- To maintain a comprehensive and detailed up-to-date inventory of all equipment owned and/or used by the department
- To ensure all sports delivery is safe and complies with HideOut Youth's Zone policies
- To organise sporting events, challenges and league competitions on a regular basis
- To support the Youth Zone and sports programme promotional plan and work in the community to attract young people
- To manage, induct, train, support and develop a team of part time sports workers and volunteers, working with the Volunteer and Training Manager, Youth Club Coordinators and Head of Youth Work, supporting CPD and opportunities for accredited and recorded learning
- To motivate, encourage and support young people to participate fully in sessions
- To monitor, record and evaluate the sports programme and provide reports and information as required in order to ensure a consistently high-quality youth work provision and demonstrate the impact of the Youth Zone
- To manage and monitor the budget allocated to the sports programme effectively and efficiently
- To seek to secure external funding to enhance the programme and build new relationships
- To network with local appropriate sports clubs and community providers and other partner organisations to develop joint working programmes
- In conjunction with other partners, identify, support and develop talented young people
- The role requires occasionally session leading and locking up of the Youth Zone to cover for Senior and Junior Club Leads. This will be scheduled by your Line Manager and you will be assigned another member of staff to assist
- Carry out any other reasonable duties as requested by the Senior Leadership Team

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 Empower Youth Zones and OnSide
- Represent Empower Youth Zones 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		
Extensive experience of delivering sporting activities to young people in-line with relevant guidance and good practice	Essential	A & I
Proven experience of working with young people aged 8 to 19 (up to 25 for those with additional needs) in a range of settings	Essential	A & I
Proven experience of engaging vulnerable, disengaged or hard to reach young people in sports activities	Essential	A & I
Experience of managing a staff team, ideally including volunteers	Essential	A & I
Experience of monitoring and evaluation processes	Desirable	A & I
Experience working in partnership with external sporting agencies	Desirable	A & I
Experience managing externally funded projects	Desirable	A & I
Additional Level 1/2 or above National Governing Body Award	Desirable	A

Qualifications		
A relevant qualification in sports or youth work	Essential	A
GCSE or equivalent literacy and numeracy	Essential	A
Activity or sports leadership/coaching qualifications	Essential	A
One or more specialist sporting qualification such as Climbing Wall Award, Trampolining, Gymnastics, Basic Expedition Leader, etc)	Essential	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 through sports	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 plan and deliver sporting events, such as tournaments, leagues and challenges	Essential	A & I
Ability to coach and develop groups of young people	Essential	A & I
Ability to officiate and lead a range of sports	Essential	A & I
Ability to manage and organise several tasks at a time	Essential	A & I
Ability to take initiative as part of a team, and lead a team	Essential	A & I
Knowledge		
Knowledge of the issues affecting young people and an ability to work with challenging behaviour and complex needs	Essential	A & I
Sound knowledge of sports qualifications and the quality standards expected for the successful delivery of accredited sports activities	Essential	A & I
Knowledge of monitoring and evaluation with a sport setting	Desirable	A & I

Special Requirements		
A willingness to work unsociable hours	Essential	A & I
A willingness to cover events, holidays and staff absence	Essential	A & I
Enhanced DBS clearance and commitment to Safeguarding children	Essential	A & I
The ability and willingness to travel to events in the region and beyond	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/



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.