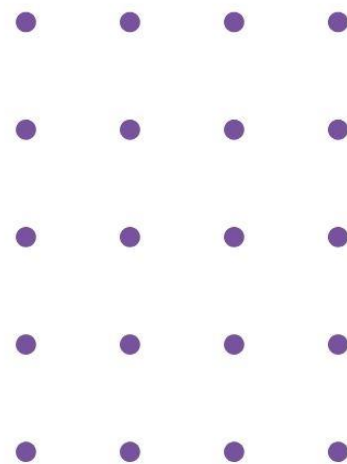




An **OnSide** Youth Zone



JOIN TEAM CYZ

June 2025

NEW!

DIGITAL YOUTH WORK PROJECT



This project is made possible with thanks
to Cumbria Community Foundation
through the Better Tomorrows Fund.



CARLISLEYOUTHZONE.ORG

Charity Registration Number: 1134974
Company Registration Number: 07113460

Victoria Place, Carlisle, CA1 1LR

Thank you for your interest in this exciting and important new project as we embark on its first pilot year.

The project has been developed in response to what young people tell us they want and need and will provide more young people in Carlisle with access to high quality youth work through harnessing digital pathways.

The project will draw on the recently published Digital Youth Work Standards which describes Digital Youth Work as....

“involving the use of digital technologies and spaces to connect with, engage, and support young people. It is the process of actively incorporating digital activities, tools and topics into youth work services”

During this initial phase of the CYZ Digital Youth Work project, we will specifically develop a youth work offer ‘online’. More specifically, we will develop and deliver 3 x 90 minute youth work sessions per week which, following discussion with young people, we expect to be structured around:

1. An online universal youth group session for young people aged 11yrs+ (Tuesdays 7-8.30pm). Activities facilitated via platforms like Discord, Teams or Zoom offering themed discussions, games, and wellbeing support
2. An inclusion youth group for young people aged 13yrs+ (Wednesdays 6-7.30pm) providing topical and focused activities and discussion spaces for young people
3. A creative digital projects forum for young people aged 11yrs+ (Fridays 7-8.30pm): Creative themed projects running in termly blocks responding to interests in gamification, podcasts, (v)blogs, collaborative films or art, and book clubs



The CYZ Digital Youth Work will build on the strengths of our in-person Youth Offer and will enhance our impact through extending our reach and widening participation. Digital youth work is considered especially important for young people who live in rural communities, young people who have caring responsibilities and young people who may face other challenges to attending regular in-person sessions. Some young people also say they prefer to communicate and open up using digital tools, with Digital Youth Work offering a new gateway to build positive and trusted relationships between young people and youth workers.

Sound interesting and exciting?

To progress the development and delivery of this new project, we are recruiting for 2 x specific roles.

- 1) **Digital Youth Work Lead** (Senior Youth Worker) for 14 hours per week. The post-holder will co-ordinate, develop, plan and deliver the project
- 2) **Digital Youth Worker** for 7.5 hours per week to co-deliver and develop sessions

Please note that whilst the roles will be delivering youth work online, the post-holders will be based at CYZ including during delivery. This is to ensure that support from the wider delivery team is readily available, and safeguarding practices are upheld.

The specific requirements of each role are in the attached Role Descriptions.

ABOUT CARLISLE YOUTH ZONE (CYZ)

CYZ is a well-established youth work charity with a clear vision that *all young people should feel seen, valued and heard*.



During the last year, 3,439 young people aged 7-18yrs (up to 24yrs for those with additional needs) have had a membership with CYZ. Many value CYZ as their fun, safe place to go outside of school hours. Our mission with and for them is to harness the power of youth work so that young people have space, voice and time to discover their passion and purpose.

We have the benefit of a purpose built facility with a wide range of facilities and resources. Our universal youth offer of 7 Youth Clubs a week, 52 weeks a year, acts as the gateway through which young people can build the trusted relationships with our Youth Workers that when combined with a breadth of activities including arts, music, sports, cooking and enterprise, ensure our programme is educative, expressive, participative, inclusive and empowering.

Complementary to this universal offer is our Targeted Youth Engagement support, delivering a range of focused programmes including Young Carers, LGBTQ+ Youth Committee, Mentoring, Green Social Prescribing and Holiday Activity and Food programmes. Our programmes consistently achieve measurable impact across confidence, emotional wellbeing, social skills, aspirations, and physical and mental health - generating £17 of social value in terms of young people's wellbeing for every £1 invested.

Between 1st April 2024 – 31st March 2025 we:

Facilitated 39,505 attendances	Delivered 921 sessions	Provided 2420 holiday club spaces
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Our current priorities

In order to progress and achieve our vision, we have established 4 key priorities to focus on over the next 3 years:

1. **Deliver a dynamic, fun and contemporary youth work offer;** which, alongside trusted partners, engages a diverse and growing membership of young people.
2. **Advance our commitment to inclusion;** proactively prioritising opportunities and action with young people experiencing the impacts of poverty, discrimination, marginalisation, and/or injustice.
3. **Establish CYZ as a safe and welcoming hub of opportunity and support;** for young people and (as appropriate) their parents / care givers, uniting a community of services who share our values and vision.
4. **To be a beacon of rights-based Youth Participatory Practice and Leadership;** within CYZ, and in the networks and platforms we hold space in.

The Digital Youth Work project is an important contributor to fulfilling these priorities.

Our Team

100% of our team say they feel proud to work for CYZ!

We recognise that the strength of CYZ (and the OnSide network of Youth Zones) is the diversity of our people, and we are actively promoting and advancing diversity and inclusion within our team. It is important to us that we achieve a culture where everyone can be themselves and thrive.



PAY AND BENEFITS

We are a Real Living Wage employer, and have a clear pay structure across all roles. The specific pay grade for each of these roles is listed on the role specification.

We also have a range of other benefits including:

- 25 days holiday a year (pro rata) plus bank holidays (pro rata)
- Employee Assistance Programme - a free and confidential service providing a 24/7 health and stress line, with counselling available, to help with a range of work, family and personal issues. This also includes access to a website specialising in shopping discounts and a wellbeing app.
- Access to the Best Doctors Service, via the Employee Assistance Programme, providing a second medical opinion on a range of healthcare needs when you require it most.
- Youth Worker specific support programme – offering all delivery staff access to 24/7 support and counselling regarding any issue – work or personal.
- Continuous personal development opportunities – offering opportunities both formally and informally to gain new skills and relevant qualifications.
- Access to the Onside Youth Zone Talent Academy
- Free CYZ memberships for children and close family members
- 50% discount on Holiday club spaces for children and close family members
- Free gym use (when not being used by young people)
- Free parking, tea/coffee, and uniform
- Competitive Pension scheme & death in service plan, for those eligible.

READY TO APPLY?

To apply, please send you CV and a covering letter (no more than 2 sides fo A4) to personnel@carlisle youthzone.org

The closing date for applications is 12 noon on Wednesday 6th August 2025.

Interviews, including young peoples involvement, will take place week commencing 18th August 2025.

Thank you for taking the time to read through this information pack. If you have any questions about the roles, please do not hesitate to be in touch.



An **OnSide** Youth Zone

JOB DESCRIPTION

Job Role: Digital Youth Worker

Hours: 7.5 hours per week worked across 3 evening sessions (2.5 hours each)

Salary: £24,570 FTE per annum / pro rota (equivalent to £12.60 per hour)

Overall aim of position:

To plan and co-deliver high quality digital youth work sessions that support young people aged 11 – 18yrs in their personal, social and educational development.

Main Duties and Responsibilities of the Role

Focus on young people

- Establish positive and trusting relationships with individuals and groups of children and young people
- Work directly with children and young people to plan, lead and deliver fun, safe and purposeful sessions which are progressive and reflect the needs of young people
- Confidently manage and facilitate group work with children and young people
- Understand and empathise with the needs of young people and work with them to achieve their potential
- Actively listen to and promote the voice of children and young people to help improve and develop our youth work offer and contribute to wider community development

Teamwork

- Establish positive working relationships with others
- Contribute to and shape team development and goal setting
- Establish positive working relationships with a range of relevant partner organisations and stakeholders

Planning and organising

- Contribute to session, termly and annual planning to ensure a meaningful and quality youth work programme is supported
- Follow all policies and procedures as required by the organisation including Safeguarding
- Complete monitoring and evaluation information as required, including encouraging feedback from young people taking part in activities

Communication

- Communicates in an open, professional and positive manner both with team members and our wider network of supporters and partners
- Promote cultural cohesion and inclusion and proactively challenge any prejudice and discrimination

- Seek guidance and support when necessary and ask questions to clarify understanding
- Record information clearly in accordance with procedures and systems

Continuous Improvement

- Attend regular training and development sessions and events where required
- Maintain knowledge of relevant national and local programmes, initiatives, policies and practices relevant to youth work
- Respond positively to change and embrace revised working methods and new learning
- Look for and suggests ways to improve current working practices, own and team performance

Person Specification

	Essential or Desirable
Experience	
Experience of supporting and working with groups of young people aged 11 – 18yrs (up to 25yrs with additional needs)	Essential
Experience of working with young people from diverse backgrounds and with varying needs	Essential
Experience delivering youth work, and specifically digital youth work	Desirable
Experience of using digital platforms and tools to connect and engage with others in a professional work setting / context	Desirable
Qualifications	
Youth Work Qualification or willingness to work towards	Essential
Additional relevant qualifications or training (e.g. team games, safeguarding, group work, digital platforms / tools)	Desirable
Skills	
Able to work as part of a team and under own initiative	Essential
Able to plan and evaluate programs of activity including production of session plans and evaluations	Essential
Able to communicate effectively with young people, parents, team members and members of the public	Essential
Flexibility and adaptability to deliver work within a framework that promotes inclusion	Essential
Ability to engage and build positive relationships with young people including those currently not engaged and who may need extra time and care to build trust	Essential
Ability to coach, encourage, motivate and provide reliable support to children and young people	Essential
Knowledge	
A passion for and understanding of youth work	Essential
An understanding of the issues affecting young people's lives and knowledge of their needs	Essential
Knowledge of health and safety, diversity awareness and safeguarding (supported by ongoing training and development)	Essential
Other Requirements	

A willingness to work evening and weekend hours	Essential
The ability and willingness to travel to events in the region and beyond	Desirable

We are committed to safeguarding and promoting the welfare of children, young people and vulnerable groups. This post requires us to complete an Enhanced DBS check with a Children's Barred List check.



An **OnSide** Youth Zone

JOB DESCRIPTION

Job Role: Digital Youth Work Lead (Senior Youth Worker)

Hours: 14 hours per week including 3 evening sessions

Salary: £26,020 FTE per annum / pro rota (equivalent to £13.34 per hour)

Overall aim of position:

To develop, design and deliver a high quality Digital Youth Work programme that supports young people aged 11 – 18yrs in their personal, social and educational development.

Main Duties and Responsibilities of the Role

Develop Digital / Online programmes

- Work alongside the Youth Service Manager and other key staff in the development and implementation of transformational online youth services, with a focus on young people experiencing disadvantage and discrimination and increasing their participation
- Adapt and implement relevant policies and procedures to support quality youth work practice using digital and online approaches
- Design, with the involvement of young people, a range of engaging digital youth work sessions which are inclusive, educative and fun
- Lead and oversee the safe and effective delivery of a digital youth work programme

Focus on young people

- Establish positive and trusting relationships with individuals and groups of children and young people
- Work directly with children and young people to plan, lead and deliver fun, safe and purposeful sessions which are progressive and reflect the needs of young people
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Experience delivering youth work, and specifically digital youth work	Desirable
Experience of using digital platforms and tools to connect and engage with others in a professional work setting / context	Essential
Experience of project management / co-ordination	Essential
Qualifications	
Youth Work Qualification or willingness to work towards	Essential
Additional relevant qualifications or training (e.g. team games, safeguarding, group work, digital platforms / tools)	Desirable
Skills	
Able to work as part of a team and under own initiative	Essential
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