

An **OnSide** Youth Zone

JOIN TEAM CYZ

July 2025

NEW!

DIGITAL YOUTH WORK PROJECT



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



THANK YOU FOR YOUR INTEREST

This is an exciting and important new project for us.

It has been developed in response to what young people tell us they want and need, providing more young people in Carlisle with access to high quality youth work by harnessing digital pathways. The project will draw on the recently published Digital Youth Work Standards which describes Digital Youth Work as....

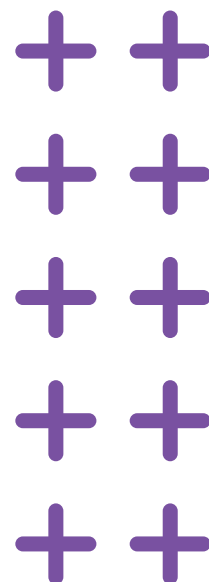
“involving the use of digital technologies and spaces to connect with, engage, and support young people. It is the process of actively incorporating digital activities, tools and topics into youth work services”

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:

An **online universal youth group** session for young people aged 11yrs+ (Tuesdays 7-8.30pm). Youth workers will facilitate activities, discussions, games and support via platforms like Discord, Teams or Zoom.

An **inclusion themed youth group** for young people aged 13yrs+ (Wednesdays 6-7.30pm). Providing space for focused activities and discussions on issues of identity, inclusion and belonging.

A **digital makers forum** for young people aged 11yrs+ (Fridays 7-8.30pm). Creative themed projects will run in termly blocks responding to interests in gamification, podcasts, (v)blogs, collaborative films or art, and book clubs (etc)



WHO WE ARE

OUR VISION: For all young people to feel seen, valued and heard

OUR MISSION: To be a leading example of the power of youth work so young people have space, voice and time to develop their passion and their purpose

Our vision and mission exist because young people tell us that access to reliable, consistent and dependable youth work is important to them; it matters.

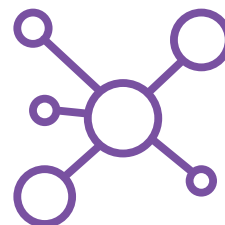


We've listened and are committed to ensuring young people have access to the space, voice and time they deserve, valuing 'youth' as a life stage to be enjoyed, supported and respected. As we celebrate our own 14th birthday this summer, we are sharing this commitment through a new #TeenCYZ campaign and strategy.

DURING 2025 TO 2027, WE WILL...



Deliver a dynamic, fun and contemporary youth work offer which, alongside trusted partners, engages a diverse and growing membership of young people.



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.



Advance our commitment to inclusion, proactively prioritising opportunities and action with young people experiencing the impacts of poverty, discrimination, marginalisation, and/or injustice.



To be a beacon of rights-based Youth Participatory Practice and Leadership within CYZ, and in the networks and platforms we hold space in.

ENHANCING OUR YOUTH OFFER

We are proud of the direct difference we make to young people's lives and alongside them, the difference we make to our community.

“
I am able to speak to people now and my confidence has improved.

- Regular member

OVER THE LAST YEAR WE....

reached



3,665

members

facilitated



39,505

attendances

delivered



921

sessions

provided



2,420

holiday club spaces

Our Digital Youth Work project will build on the strengths of our in-person Youth Offer and will enhance our impact through extending our reach and widening participation.

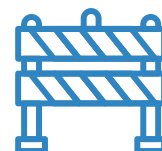
Digital youth work is open to anyone but is considered especially important for:



young people who live in rural communities



young people who have caring responsibilities



young people who face barriers to attending regular in-person sessions

Some young people also say they prefer to communicate using digital tools, with Digital Youth Work offering a new gateway to reach and build positive and trusted relationships between young people and youth workers.

JOINING TEAM CYZ

The Digital Youth Work project is an important contributor to fulfilling our vision, mission and strategic priorities.

In order to develop and deliver this new project, we are recruiting for 2 x specific roles:

DIGITAL YOUTH WORK LEAD (aligned to our Senior Youth Worker grade)

14 hours per week (including 3 evening sessions)

£13.34 per hour (equivalent to £26,020 FTE)

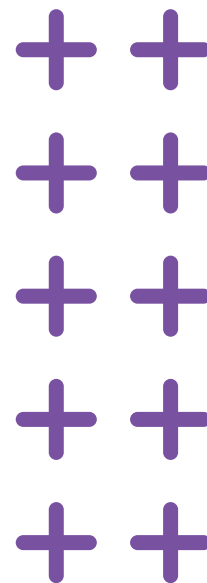
The post-holder will develop, co-design and deliver a high quality Digital Youth Work programme for young people aged 11 - 17yrs.

DIGITAL YOUTH WORKER (aligned to our Youth Worker grade)

7.5 hours per week (including 3 evening sessions)

£12.60 per hour (equivalent to £24,570 FTE)

The post-holder will plan and co-deliver high quality Digital Youth Work sessions for young people aged 11 - 17yrs.



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.



BENEFITS

Alongside being a Real Living Wage employer, there are a range of other benefits as being part of Team CYZ:

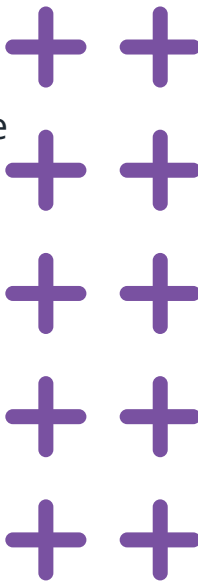
Holidays: 25 days plus 8 bank holidays (pro-rata)

Pension: eligible to join the CYZ NEST Pension Scheme (with 6% employer contribution where applicable)

Learning and Development: team development days, menu of training course, qualifications PLUS support via the OnSide Talent Academy

Wellbeing: employee support including Medicash Assistance Programme and access to CYZ gym and fitness facilities (when not in use by young people)

Family: discounted holiday club spaces for children and close family members



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.

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



**ORGANISATION
CHAMPION 2024**

OUR VALUES

**YOUNG PEOPLE FIRST
AMBITION
COLLABORATION
RESPECT**

READY TO APPLY?



Alongside this pack, are specific **Role Descriptions** which outline the knowledge, skills and experience we are looking for.

Please read them carefully and submit a supporting statement (no more than 2 sides of A4) alongside your CV, showing how you meet the requirements. We recognise that some people may prefer to apply using a different format (portfolio, video etc), and if that's the case for you, please get in touch to discuss.

Application deadline: 12 noon on Wednesday 23rd July 2025

Submit to: personnel@carlisleyouthzone.org

Interviews: week commencing 28th July 2025

If you need more or different information to support your application, please do reach out, we would be very happy to hear from you.