



**READY TO WALK
ALONGSIDE THE NEXT
GENERATION OF
CARLISLE'S YOUNG
PEOPLE?**

**JOIN OUR
TEAM!**



An **OnSide** Youth Zone

AUGUST 2025

CARLISLEYOUTHZONE.ORG

Charity Registration Number: 1134974

Company Registration Number: 07113460

Victoria Place, Carlisle, CA1 1LR

WE ARE CARLISLE YOUTH ZONE

Our vision is for all young people to feel seen, valued and heard.

We deliver this through the power of youth work, giving young people space, voice and time to discover their passion and their purpose.

Carlisle was the first city in the country to establish a Youth Zone; a dedicated, purpose-built and unapologetically top notch space for our cities young people.

From the moment we opened our doors in 2011 right through to the present day, we have delivered on an unprecedented scale. Over the last year alone we have:

reached



3,665

young people
(members)

facilitated



39,505

attendances

delivered



921

sessions

provided



2,420

holiday club
spaces

When the Youth Zone is full with young people, as it is 6 days and nights a week, 52 weeks a year, it becomes an incredible space; bursting with opportunity, fun and curiosity, where highly skilled youth workers get alongside young people on their own terms, building positive and trusted relationships which offer support, challenge and inspiration over the long term.

This combination of people and space creates a place of safety, reassurance and belonging, where young people are free to be themselves; to learn, grow and discover things about themselves and others throughout their childhood. Crucially, we are somewhere safe to go, with trusted adults to talk during times of difficulty or challenge; we show up for young people, reliably and consistently, especially for those who need us the most.

**“THERE ARE LOADS OF THINGS I ENJOY AT THE
YOUTH ZONE – FOOTBALL, YOUNG LEADING,
PLAYING POOL, WORKING TOWARDS MY DUKE OF
EDINBURGH’S AWARD, AND USING THE MUSIC ROOM.”**

YOUR SPACE. YOUR VOICE. YOUR TIME.

WE'RE READY FOR THE NEXT GEN

We've welcomed over 16,000 members to CYZ since opening our doors in 2011, and we've been listening to - past, present and future - members to ensure the next generation of young people can continue to have the space, voice and time they deserve to discover their passions and purpose.

And alongside envisioning a positive future, young people have asked us to value 'youth' as an actual life stage - not one to be just passed through, but one to be enjoyed, supported and respected.

So as we mark our own 14th birthday this summer, we are launching a new #TeenCYZ campaign and strategy. #TeenCYZ celebrates all that has been achieved having being alongside a generation of young people already, and signals our commitment to being here for the next.

#TEENCYZ

ready for the next gen



DURING 2025 TO 2027, WE WILL...



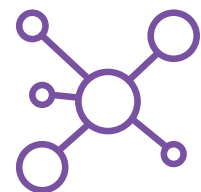
Deliver a dynamic, fun and contemporary youth work offer which, alongside trusted partners, engages a diverse and growing membership of young people.



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



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



Establish CYZ as a safe and welcoming hub of opportunity and support for young people, uniting a community of services who share our values and vision.



OUR BRILLIANT TEAM

Our team is made up of a diversity of people and roles. It includes paid staff (45), and volunteers and young leaders (35), alongside a wide range of supporters and Ambassadors.

We broadly assign roles and responsibilities across two core domains:

DELIVERY AND OPERATIONS

- Universal and Targeted Youth Offer
- Safeguarding and Welfare
- Team and Workforce Development
- Policies and Procedures
- Health and Safety
- Facilities Management
- Financial Procedures

FUNDRAISING AND DEVELOPMENT

- Income Generation
- Corporate Supporters
- Partnerships with Purpose
- Communications and Marketing
- Impact Reporting
- Insight and Influence
- Stakeholder Engagement

As part of our new #TeenCYZ strategy, and ensuring the charity has a structure which is fit for the future and capable of matching young people's needs and ambitions, we have recently remodeled our **Fundraising and Development Team**.

Significantly, this has created 3 new vacancies which we are excited to be recruiting for:

HEAD OF FUNDRAISING AND DEVELOPMENT

Full time; 37.5 hours per week

£44,000 - £48,000 FTE (pro rata) dependent on experience

Joining the Senior Leadership team, this role will lead, inspire and support the team to conserve, strengthen and grow our supporter relationships to secure the financial support (circa £1 million) and partnerships needed to deliver our mission.

CORPORATE PARTNERSHIP MANAGER

Full time; 37.5 hours per week

£32,000 - £35,000 FTE (pro rata) dependent on experience

This role focuses on building, strengthening and developing our relationships within the corporate sector, conserving and enhancing our existing Patron Village of 140 businesses and pursuing new opportunities to support and engage through ESG and social value partnerships.

SUPPORTER ENGAGEMENT LEAD

Full time; 37.5 hours per week

£28,000 - £32,000 FTE (pro rata) dependent on experience

This role reflects our deep commitment to the supporters - individuals, businesses and organisations - who make our work with young people possible and will ensure all our supporters feel valued, informed and connected to the difference we are making together.



CYZ AS AN EMPLOYER

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



ORGANISATION
CHAMPION 2024

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!**



We are proud to work as 'one team' at CYZ, meaning that no matter what your role, we work together, through our values, to make a direct positive difference to young people's lives and our wider community.

OUR VALUES

YOUNG PEOPLE FIRST
AMBITION
COLLABORATION
RESPECT

READY TO JOIN US?



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

Please read them carefully and submit a supporting statement (no more than 1 side 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: we are running a rolling recruitment window so whilst there is no specific deadline, we encourage you to get in touch with us as soon as you are ready as we are actively recruiting to the roles now.

Submit to: personnel@carlisleyouthzone.org

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

“—

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

- Regular member