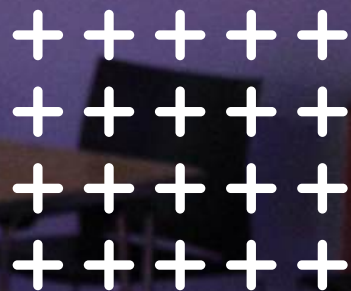
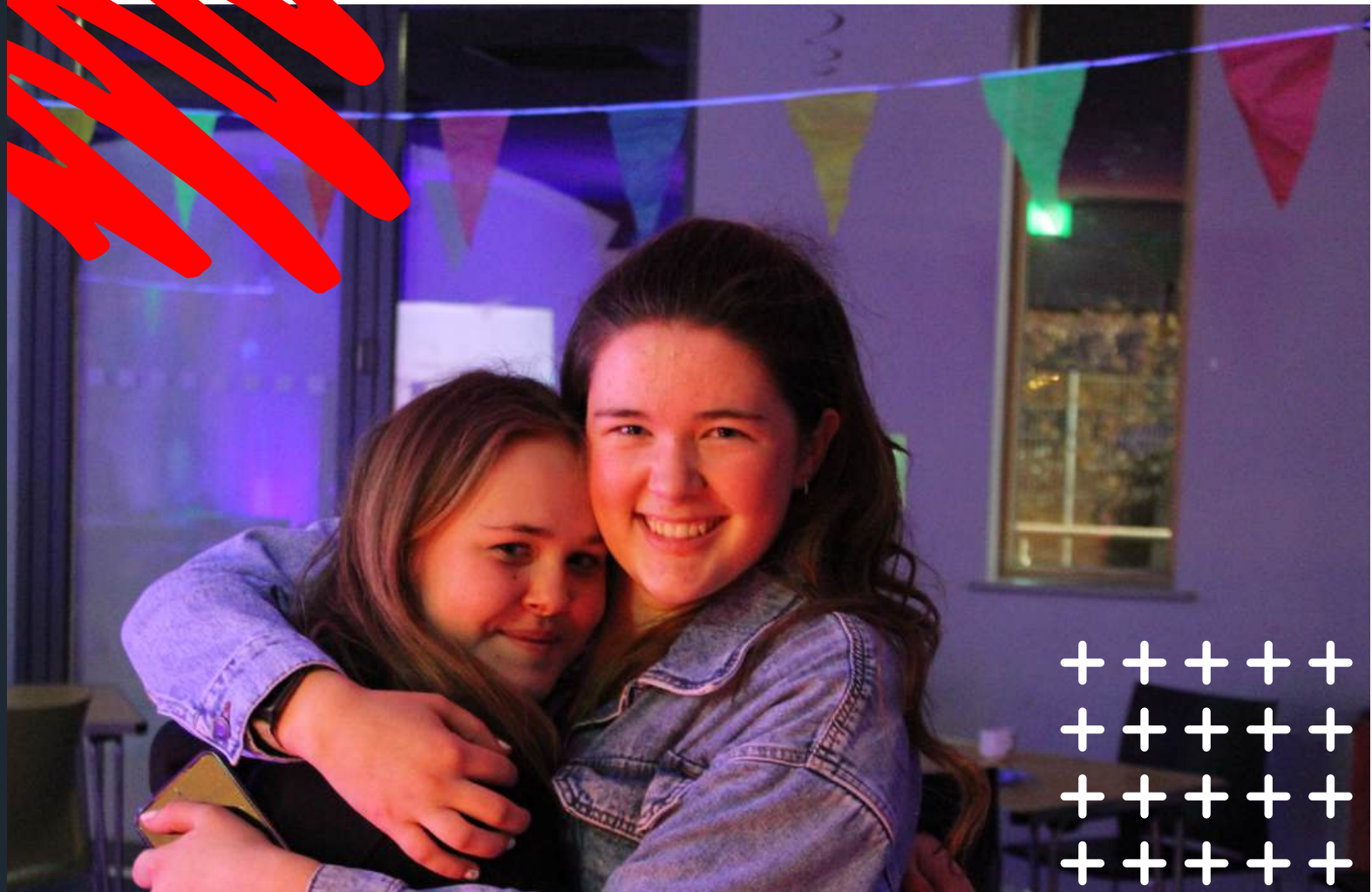


An **OnSide** Youth Zone

JOINING TEAM CYZ

March 2025



CARLISLEYOUTHZONE.ORG

Charity Registration Number: 1134974

Company Registration Number: 07113460

Victoria Place, Carlisle, CA1 1LR

TEAM CYZ



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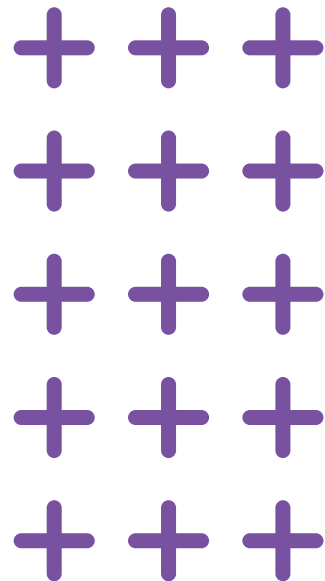
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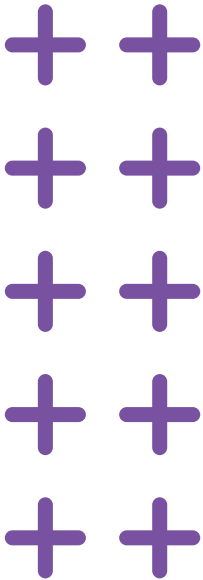


WHO WE ARE



THANK YOU FOR YOUR INTEREST IN BEING PART OF TEAM CYZ

Carlisle Youth Zone (CYZ) was the first in a growing national network of Youth Zones, pioneering a place-based approach to meet young people's needs and harness their aspirations. Since opening in 2011, we've become a vital hub of opportunity and support for those aged 7 to 17 (and up to 25 with additional needs).



In 2024, we engaged nearly 3,000 young people, ran 800+ activity sessions, and provided 3,000+ holiday club spaces—all while ensuring no child is missed in our safe, fun, and inclusive space.

From mentoring and mental health support to music, drama, sports, and baking, our diverse programs help young people discover their passion and purpose, whilst allowing them to simply enjoy this time of their lives too! While rising costs and funding challenges will always keep us on our toes, our amazing team and partners work hard to conserve the level of support and services young people have come to know and trust...

- 50p entry (unchanged since 2011!)
- Open 6 nights a week
- Hot meals for £1
- A listening ear, always

With exciting plans ahead, including updates to our digital and physical spaces, more mental health support, a focus on youth voice and participation, new fundraising strategy and a refreshed brand and vision, you would be joining our charity at an exciting and crucial time in our development.

We look forward to working with you to help us achieve our daily mission to be a leading example of the power of youth work, so that all young people have the space, voice and time to develop their passion and their purpose.



CAROLINE TAYLOR-BESWICK, CEO

WHY CYZ?

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

As a part of Team CYZ you feel first hand how your work makes things better for young people in Carlisle. Oh, and you'll have fun too!



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

- Regular member



SUPPORT WHERE IT'S NEEDED



% OF YOUNG PEOPLE
EXPERIENCING
DEPRIVATION
AND POVERTY



RECORD YOUTH ENGAGEMENT

reached



2,961

young people

NEARLY 20%
OF OUR TARGET
AGE GROUP

facilitated



38,583

attendances

delivered



820

sessions

provided



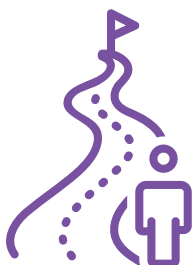
3,019

holiday club spaces

WHERE WE'RE GOING

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 we've been **listening to young people**, and they are clear that access to reliable and **dependable youth work** is important to them, and it matters. We hear them and we know from the complexity of challenges young people are navigating that it has **never been more needed**. And we also know that it is more than that; through youth work, young people have access to the space, voice and time they deserve, valuing 'youth' as a life stage to be enjoyed, supported and respected.

Our key priorities follow, which we recognise need strong foundations to enable us to fulfil them. We don't let these out of our sight...

CYZ PILLARS



A supported, skilled and knowledgeable team



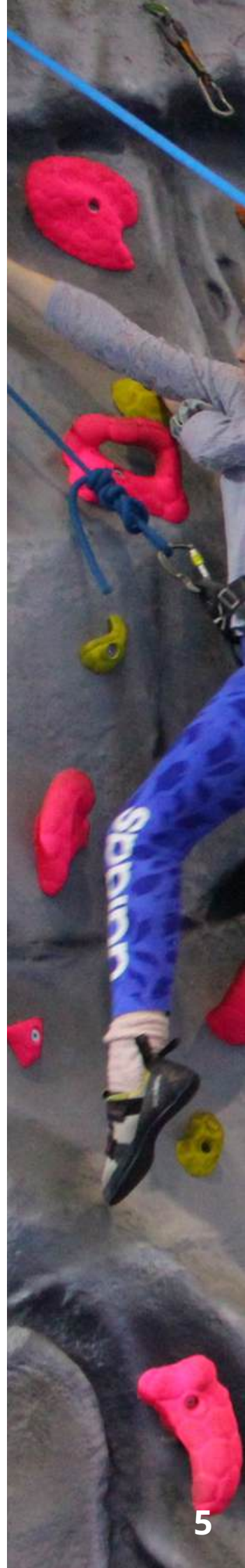
Financial resilience



High quality facilities / resources / infrastructure



Robust governance



2025 – 2027

STRATEGIC PRIORITIES

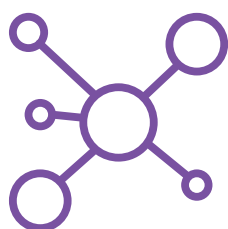
As we enter our fourteenth year, and embrace being a teen ourselves, TeenCYZ is our new co-created strategy. Building on the measurable difference we have already made to a generation of Carlisle's young people, our priorities convey our ongoing commitment to them and our belief in the next.



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



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



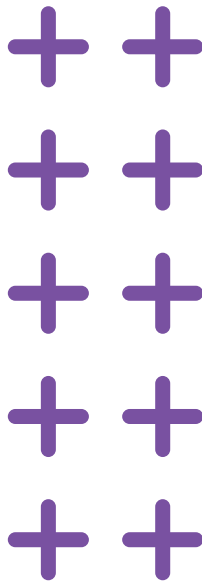
Establish CYZ as a safe and welcoming hub of opportunity and support for young people and (as appropriate) their parents / care givers, uniting a community of services who share our values and vision.



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

WHAT YOU CAN EXPECT FROM YOUR TEAMMATES

At CYZ we have a One Team approach. We recognise our teammates as individuals and appreciate their unique backgrounds, talents, skills and approaches. You'll know what's expected of you, when its needed and how success is measured. 2025 has already seen significant investment in our internal systems and processes, so you'll have the tools and support you need to make things happen. If you ever don't feel you do - we want to know! We're proud to be a Real Living Wage employer and all teammates can expect...



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 Mediacash 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



WHAT YOUR TEAM NEEDS FROM YOU

Integral to how we deliver our strategy is our team of staff, volunteers and Young Leaders. We recognise that a diversity of people brings strength to our team and our commitment to making this a reality was recognised in being named 'Organisational Champion' at the 2024 Diverse Cumbria Awards.

It matters to us and to young people that all our teammates value working in a diverse team and recognise their part in contributing to a fairer society for all.



We are committed to being a supportive and flexible employer and seek to work together to make work-life balance a reality. And, as provider of youth services that are anchored in consistency and reliability for young people, we need to work together to make sure we show up and deliver what we have said we will. Young people and our community trust us, and we take safeguarding and health and safety seriously - across every role. You'll get all the training you need so you feel confident doing so.

Our main ask is that teammates feel aligned with and strive for our mission, to be a leading example of the power of youth work so that young people have the space, voice and time to develop their passion and their purpose. Whatever your role, your work will directly impact young people - we want you to make it count!



**YOUNG PEOPLE FIRST
AMBITION
COLLABORATION
RESPECT**



CYZ

An **OnSide** Youth Zone



FUNDED BY: ONSIDE FOUNDATION IMPACT FUND
Head of Fundraising and Development

Full time (37.5 hours)

£44,000 - £48,000 dependent on experience

Hybrid – with a typical week including 3 days Carlisle / Cumbria based

Funded specifically by the OnSide Foundation, this role will strengthen our financial sustainability and enable us to achieve even more impact for children, young people and families across Carlisle. Joining the Senior Leadership team, the role will contribute to the strategic development of the organisation by leading the implementation of our fundraising strategy and associated impact, insight and communication plans.



FUNDED BY: ONSIDE FOUNDATION IMPACT FUND
Communications and Engagement Manager

Full time (37.5 hours)

£24,000 - £30,000 dependent on experience

Carlisle Youth Zone based

This is a brand new role for CYZ, funded specifically by the OnSide Foundation to support us elevate our communications and engagement activity; raising the charity's profile, increasing engagement with key audiences, driving new supporters into our network, and ensuring issues affecting young people are firmly on the agenda.





Youth Service Manager

Full time (37.5 hours)

£28,000 - £30,000 dependent on experience

Carlisle Youth Zone based

This role will provide operational leadership and management for the delivery of Carlisle Youth Zone's youth services in line with strategic and annual planning. Youth Service Manager(s) are key members of the CYZ

Operational Leadership Team and need to foster close working relationships with colleagues across the organisation as well as with a wide range of external partners and stakeholders. The role(s) provides considerable scope for fostering new ideas and development, and offers a fantastic blend of practical delivery combined with leadership and influence.



Youth Worker(s)

Various hours available from 3 hours per week up to 21 hours per week.

We are also keen to hear from people who may want to join our bank staff – so no fixed weekly hours but available to support more adhoc evening and weekend work and work in our busy holiday clubs.

£12.60 per hour (equivalent to £24,570 pro rata FTE) – Real Living Wage

Carlisle Youth Zone based

To plan and deliver high quality Youth Work sessions that support young people in their personal, social and educational development, ensuring all youth work interactions, projects and activities are fun, safe, inclusive and aspirational. Sessions will primarily be centre based at CYZ, using the strengths of our purpose built facility, but may include delivery via outreach and detached programmes.



Catering Co-ordinator

Up to 19 hours per week (potential to increase)
£13.34 per hour (equivalent to £26,020 pro rata FTE)
Carlisle Youth Zone based

This role will co-ordinate, develop and deliver a high-quality food offer from our onsite café – lovingly known as ‘The Core’. This will include building relationships with food suppliers to ensure we can provide the best quality nutritious food for the most affordable price for our young people.



NEXT STEPS



You can access specific role descriptions for all current vacancies here



The most common application process is to submit a written CV and a covering letter (no more than 2 pages). We recognise that this process might not suit everyone so if you see a role that's right for you and would like to submit an application in an alternative format, please let us know!

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

01228 516280
personnel@carlisleyouthzone.org