



CANDIDATE INFORMATION PACK

Fleetwood Youth Development Manager



ROLE PROFILE

Post:

Youth Development Manager

Salary:

£32,341 – £36,447

Location:

Fleetwood with some travel across the Fylde Coast.

Reporting to:

Head of Children and Young People Services

Contract:

Permanent



About The Boathouse Youth

The Boathouse Youth currently works with children and young people aged 5 to 17, from socio-economically deprived communities across Blackpool, to help tackle the challenges they're experiencing and is excited to be launching a new Youth Centre in Fleetwood.

We have four programme areas each facilitating a variety of physical, creative and educational activities including centre based youth work, offsite visits and residential experiences.

We also have a specialist programme for children with additional needs and disabilities. Our entire offer is fully funded and therefore free at the point of access.

Our team of highly skilled professionals interact with young people on a daily-basis to deliver well thought out programmes in an engaging way.

We aim to facilitate a safe space to improve mental well-being, promote positive behaviours, support educational growth and encourage a healthy lifestyle.

This helps young people become the best versions of themselves through increasing their aspirations and improving their relationships. Our ultimate aim is to break the cycle of deprivation and enable our young people to lead their best lives.

Youth participation is at our heart.

We are a learning organisation whose evolution is only possible when our vision for youth participation is manifested through the progression of young people into key stakeholders.

Our commitment to relational longevity means that our partnership with young people, which exists throughout their whole childhood, creates a space in their lives where views can be expressed freely and received by audiences who not just have a responsibility to listen but are actively interested in doing so as a result of their own lived experiences.

The change we'd like to see

Our vision

Young people are enabled to lead their best lives.



Our mission

How we are making that happen

Our 'Young People Front and Centre' strategy sets out how we intend to enable young people to lead their best lives through **effective youth provision** delivered by **experienced youth work professionals** in **youth-created spaces**.

This means that young people can develop into **confident leaders** and become **key players** in the places where significant decisions are made in our organisation, across society and **in their own lives**.

YOUNG PEOPLE FRONT AND CENTRE.

The strategy seeks to achieve this by creating conditions where:

- ✓ **The voice of young people** is at the forefront of significant decision making.
- ✓ **Our work maintains its relevance** to the youth of the day.
- ✓ **Young people's talent** is recognised and utilised within communities.
- ✓ More young people are **prepared for successful careers**.
- ✓ Our volunteers, employees and stakeholders **feel fully valued and supported**.
- ✓ **We increase our engagement** across more communities.
- ✓ **We remain an attractive social investment** for philanthropists, commissioners and funders.



Our Strategic Goals

We will achieve this by focusing on four key areas:

Our Programme

YOUTH SERVICES

We will deliver an effective, relevant and participative programme with young people in the lead.



Our People

WORKFORCE DEVELOPMENT

We will recruit, develop and retain a workforce of Youth Work professionals at all levels who are culturally recognisable to young people and understand their needs.

Our Places

YOUTH SPACES

We will operate accessible spaces which young people recognise as their own across Blackpool and the Fylde Coast.

Our Promise

INCOME GENERATION

We will attract and retain recurrent financial support via multiple sources. Sustainability is the promise we make to our young people.

Job Summary

We're searching for a highly experienced individual to help us maintain our position as an innovative organisation and deliver the opening of our brand new Fleetwood Youth Centre in the heart of the town.

The ideal candidate will have experience and strong skills in developing and overseeing community based organisations. The post holder will be responsible for the day-to-day management of the Youth Centre ensuring it is fit for purpose, used to its full capacity and delivers a high-standard of youth work programmes which align with the charity's delivery model.

The successful candidate will manage a team of staff and ensure their workforce is developed effectively. They will be a member of the charity's management team and will need to work collaboratively with colleagues towards our strategic goals and prepare and present updates regularly to relevant management channels, ensuring that our strategic goals are being achieved.

OUR CURRENT LOCATIONS



BHY
Centre
No. 1

BLOOMFIELD Youth Centre >>>> EY1

Covering Blackpool's south-central locality

The Boathouse Youth has been providing youth services with the Bloomfield community since May 2009.

The BHY
opened in this
community in
2009

300
young people
attend
annually

Open
5
days a week
minimum

63%
of children live
in poverty



BHY
Centre
No. 2

GRANGE PARK Youth Centre >>>> EY3

Covering the town's largest housing estate

The Boathouse Youth has been providing services with the Grange Park community since 2017.

The BHY
opened in this
community in
2017

300
young people
attend
annually

Open
6
days a week
minimum

46%
of children live
in poverty



BHY
Centre
No. 3

BISPHAM Youth Centre >>>> EY2

Covering Blackpool's north locality

The Boathouse Youth will be providing youth services for this community, including the Kincaig Estate from 2024.

Opening
2024

300
young people
expected to
attend
annually

Open
5
days a
week

25%
rented
accommodation
in this area



BHY
Centre
No. 4

FLEETWOOD Youth Centre >>>> EY7

The BHY's Newest Youth Centre

The Boathouse Youth will be providing town-wide services from its brand-new bespoke Fleetwood Youth Centre from Spring 2024.

Opening
2024

350
young people
expected to
attend
annually

Open
6
days a
week

3/4
wards are
"most
deprived" in
the UK

FLEETWOOD YOUTH CENTRE

A key part of this role is the development of our brand-new Fleetwood Youth Centre, to provide fully funded youth services for children and young people, aged 5 to 17 (up to 21 in some cases).

Whilst we are proud to celebrate having worked with more than 1,000 children and young people in the last 12 months, we also openly acknowledge there are thousands more “living in poverty” across the Fylde Coast – and, therefore, a significant amount of work still to be done.

The Fleetwood Youth Centre is a purpose-built facility providing a range of opportunities and services that are tailor-made to enable young people to lead their best lives. It will follow a similar model currently delivered in Blackpool, but provision will be bespoke to Fleetwood in response to local need and demand.

Fleetwood Youth Centre is built on the grounds of St. Nicholas Church (FY7 7DJ) and once opened will be operated by The Boathouse Youth.

This location is central to all of Fleetwood’s five wards.

Over recent years Fleetwood has become a town known for its challenges, but The BHY takes the view that all areas have their challenges, and we are more interested in finding ways of supporting the town’s young people to tackle those which are specific to them through effective youth work.



PRE-OPENING AND POST-OPENING

The vision for The Boathouse Youth is to be operating five youth centres across the Fylde Coast (four in Blackpool and one in Fleetwood) before 2030, which aligns with the recommendations from the National Youth Agency’s review of Youth Services conducted in 2021.

You will have the full support for our Strategic Leadership Team and wider management team both during and after your training period.

RESPONSIBILITIES

Overarching

- Under the direction of the Head of CYP Services oversee the day-to-day running of the Youth Centre and The BHY in Fleetwood.
- Provide effective Line Management supervision to the Fleetwood workforce.
- Act as an ambassador for The Boathouse Youth throughout partnerships and networking.
- Comply and implement all policies and procedures particularly in areas of statutory compliance such as Health & Safety and Safeguarding.

Youth Services

- Develop an understanding of The BHY's delivery model and implement relevant elements (as agreed with Head of CYP Services).
- Lead, develop and oversee the planning and implementation of a relevant, participative and engaging youth work programme that is needs led and person centred.
- Ensure that an innovative, creative and fun programme is delivered to address to personal, social, physical and political development of young people as described in the charity's strategy.
- Ensure regular review and evaluation of the programme to capture the outcomes and positive impact.
- Agree KPI's with the Head of CYP Services and lead on increasing engagement of young people.
- Be alert to issues of safeguarding and child protection and report to the DSL where appropriate to ensure the welfare of all children and young people.
- Seek to be a consistent positive presence within the community.
- Demonstrate clear and hands-on leadership to ensure high standards of youth work, session delivery and behaviour management.
- Create and participate in residential opportunities for young people.

Youth Spaces

- Under the direction of the Head of CYP Services oversee the day-to-day running of the Youth Centre and The BHY in Fleetwood.
- Provide effective Line Management supervision to the Fleetwood workforce.
- Act as an ambassador for The Boathouse Youth throughout partnerships and networking.
- Comply and implement all policies and procedures particularly in areas of statutory compliance such as Health & Safety and Safeguarding.

Workforce Development

- Commit to a culture of continuous improvement and demonstrate this in your own practice.
- Manage and mentor Team Leaders, Youth Workers, and Volunteers, ensuring their personal and professional development. This includes building a strong team and developing staff, whilst ensuring the team is well-bonded and directed with clear plans and expected outcomes.
- Support and supervise all those on a professional learning journey (i.e. apprentices, students) to enable their success.

Income Generation

- Meet 'Gifts-in-Kind' KPI's as set by the Strategic Leadership Team.
- Enable young people to deliver community fundraising opportunities to increase budgets.
- Seek local sponsorship opportunities.
- Work with the Strategic Leadership Team to support any major funding opportunities.

PERSON SPECIFICATION

The post-holder will need to possess a range of skills that covers both technical and managerial requirements.

Applicants will be expected to demonstrate the essential experience, skills, abilities and attributes listed below throughout the recruitment process.

ESSENTIAL EXPERIENCE

- A minimum of three-years experiencing delivering face-to-face youth and/or community work and a similar length of relevant management experience.
- A successful record of developing community organisations and supporting the implementation of strategic plans.
- Experience of working within the voluntary sector.

SKILLS, KNOWLEDGE AND ATTRIBUTES

- A minimum education standard at degree level, ideally in a relevant area but not essential. A JNC professional youth work qualification would be highly desirable.
- A flexible approach to work with ability to adapt to a fast-paced, ever-changing environment. This role will require evening and weekend work.
- Organisation is key.
- Have extensive knowledge of management theory and practical applications in the workplace.
- Interpersonal skills for building and developing relationships.
- Written and verbal communication skills, required for communicating with a range of people, both internally and externally, as well as presentation skills.
- Team-working skills and a collaborative approach to work.
- Identify and manage risks.
- The ability to think strategically.
- Hold a UK Driving License.

PERSONAL QUALITIES

- Motivated to enable young people to lead their best lives.
- High and ambitious standards, with a relentless focus on seizing opportunities to achieve these.
- Displays excellent judgement and focus at all times.
- Has a strong commitment to Equality, Diversity and Inclusion.
- Inspires trust, goodwill and action in others.
- Actively seeks to continuously learn and develop.
- Willingness to “buy into” the ethos of The Boathouse Youth as a charity, and work to share our journey and mission to those you meet, and in all our marketing and communications.
- Willing to travel and be flexible.

GENERAL INFORMATION

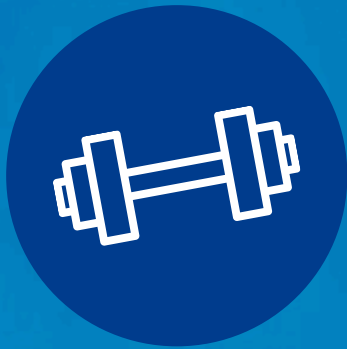
The normal hours of work are 40hr per week, or those necessary to fulfil the requirements of the position. Youth Centres are open when schools are closed, therefore there will be a requirement to work outside the normal 9am to 5pm, Monday to Friday. This will include working evenings and weekends, but it will be up to the individual to manage their own diary and work flexibly across the week.

WHAT SUCCESS WILL LOOK LIKE

- Staff and volunteers will be recruited, trained and ready for our Youth Centre's opening.
- Fleetwood Youth Centre will deliver an effective, relevant and participative youth work programme helping the town's young people to tackle the challenges they are experiencing.
- The staff team at Fleetwood Youth Centre will be effective,, well supported and ready to deliver a great, innovative service with young people.
- The whole community will see the Youth Centres as an asset for the area; they will understand what it does and know how they can get involved.
- The centre becomes a hive of activity with young people.

EMPLOYMENT BENEFITS

Full membership to the Village Blackpool gym.
Cycle to Work Scheme.
3 x Wellbeing Days
28 days Annual Leave + 1 day per year (Max 5)
Training and CPD opportunities.



SAFEGUARDING

This post will be recruited in accordance with the NSPCC's guidance on safer recruitment. This includes a thorough interview, scrutiny of former employment, a requirement for references and an Enhanced DBS check.



APPLICATION PROCESS

Applicants will need to complete a specific form for this role. This form should be available to download from various recruitment websites and our website. You can also email hollie.robinson@thebhy.co.uk to request a copy.

To submit your application please send the completed form to the email address above.

Closing date for applications:

Friday 20th September 2024 at Midnight.

Shortlisting notifications:

No later than Friday 27th September 2024, 5pm.

Interview:

Friday 11th October 2024 at Fleetwood Youth Centre.



Enabling young
people to lead
their best life

For more detailed information on anything in
this document please contact us



www.thebhy.co.uk



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