



CANDIDATE INFORMATION PACK

# CHIEF EXECUTIVE - THE WAY YOUTH ZONE, WOLVERHAMPTON



## ROLE PROFILE

### POST:

Chief Executive, The Way

### REMUNERATION PACKAGE:

Up to £60,000 (dependent on experience); 25 days holidays & bank holidays; matched contribution pension; free parking; access to OnSide Talent Academy and ongoing professional development

### LOCATION:

The Way Youth Zone, Wolverhampton

### REPORTING TO:

Chair of the Board of Trustees of the Way

### CONTRACT:

Permanent; Full time, 40 hours per week (or those necessary to fulfil requirements of the role)

### THE WAY YOUTH ZONE

At The Way, we believe that all young people in Wolverhampton should have the opportunity to discover their passion and their purpose. To find out what they've got and where it could take them. Our Youth Zone is a purpose-built space fizzing with energy and crammed with incredible facilities. It is staffed by skilled and dedicated youth workers who truly believe in young people in the city - helping them see what they could achieve, and giving them the skills, confidence and ambition to go for it. Year in, year out we deliver life-changing support that helps thousands of young people in Wolverhampton from a diverse range of backgrounds to thrive. It's inspiring. It's empowering. And it works

Open 40 hours a week, 7-days a week, while schools are closed - that's evenings and weekends, plus all through the school holidays. We offer a safe and active space for young people to flourish in their leisure time, where their interests can be nurtured, and they can grow as individuals. We had 60,000 visits in 2019, and average 1,000 visits per week. This is a charity that the whole community can be proud of, and you can be part of that journey. Entry is just 50p each time and annual membership £5 which gives a young person access to over 20 activities per night! In addition to our open-access provision we run targeted projects such as Outreach and Mentoring that bring specific outcomes to some of those most in need of additional support and interventions.



The Way Youth Zone is a proven model of youth service provision that is aligned to community needs and supported by cross-sector funding. The Local Authority, local businesses and the wider community of Wolverhampton and the Black Country have donated to The Way to give 8-19 year-olds, (and up to 25 for young people with additional needs) affordable access to a broad range of sport, arts and employability services, designed to empower them to lead healthier, positive and more active lives - raising their aspirations for themselves and their community.

The facilities are second to none, delivering sporting, artistic, cultural and general recreational activities each session. The outstanding quality of the facilities is a concrete demonstration of the belief that young people deserve the best.

The Way Youth Zone benefits from the guidance, direction and support from colleagues and partners across the OnSide network. It is part of a network of 14 Youth Zones. OnSide's role is to provide ongoing support as the umbrella organisation within a federated structure and also to create new Zones, taking our tried and tested model to ever more young people across the country.

“  
The Way really is amazing, I really appreciate you and everything you do, I love that my kids get to experience it! *Parent of a current student*  
”



## ABOUT ONSIDE

Potential is everywhere. In every home on every street, from affluent suburbs to inner-city estates. The difference is that some young people get every opportunity to explore their potential. Others don't.

It's about opportunity.

We're OnSide, a national charity that believes all young people should have the opportunity to discover their passion and their purpose. To find out what they've got and where it could take them.

We fund and build state-of-the-art, multimillion-pound Youth Zones in the country's most economically disadvantaged areas. We train the amazing people that run them. We offer continuing support via the nationwide OnSide Network, where they can learn and grow, share their stories and celebrate their success together.

This is passionate, properly-funded youth provision, with no ifs or buts. A unique partnership between young people and their community, local authorities and private business leadership, and a growing movement of supporters who believe that how we treat the next generation defines who we are as a society.

Because when we really invest in young people, we all benefit - from who they are now, everything they might become and achieve, and everyone they might touch and inspire.

All they need is the chance to shine - an environment where they can be their best selves - and you just watch them go.

It's about opportunity.

## THE ROLE

The dimensions of the role of a Youth Zone Chief Executive defy definition in conventional terms. It is strategic and requires effectiveness at a high level, yet at the same time demands very detailed and hands-on management. The Chief Executive will have responsibility for a revenue budget of over £1m per annum.

A willingness to get stuck into the detail, in an environment without corporate support structures, is therefore as important as the ability to influence effectively at the most senior levels. The Chief Executive's relationship with the Chair will be supportive and challenging, enabling them to deliver on-going success for the Youth Zone. OnSide is involved at The Way Youth Zone, both as a Board Member and as a support network for the Chief Executives and the Youth Zone teams.

## KEY RESPONSIBILITIES

- To provide clear leadership to the management team who collectively oversee all aspects of the Youth Zone.
- To further deliver on the vision that The Way is 'the go-to place for young people in Wolverhampton' - and inspire the team to be effective as individuals and together; supporting them to deliver a wide range of ever changing and improving activities for the young people of Wolverhampton
- To work with the Chair and the Board to lead the on-going development of the Youth Zone strategy and plan
- To confirm The Way as a valued and essential resource throughout the Wolverhampton community
- To ensure that structures, processes and controls are aligned with that strategy and plan
- To ensure that a robust funding plan is in place to enable the Youth Zone to operate with an appropriate level of reserves and to play a key role in supporting the delivery of the plan
- To work with other service providers locally; generating added benefits for young people
- To demonstrate The Way Values and have a commitment to Equality, Diversity and Inclusion





**WHAT SUCCESS WILL LOOK LIKE**

- The team will be strong, well supported and effective at delivering a great, innovative, and safe service for young people.
- Sessions will be well attended by a diverse mix of young people, and they will be inspired by the continually changing programme on offer
- The business community will continue to feel engaged and recognise that their money is well spent, enjoying the strategic business relationships the Youth Zone has created for the area.
- Financial control and understanding will be in place, with income streams being nurtured and new ones generated, to enable additional work to be done and to ensure the long-term sustainability of the Youth Zone.
- The whole community will continue to see the Youth Zone as an asset for the area; they will understand what it does and know how they can get involved.



**PERSON SPECIFICATION**

Applicants will be expected to demonstrate the experience, skills, abilities and attributes listed.

SELECTION CRITERIA
<b>EXPERIENCE</b>
A successful record of leading organisations or large, multi-faceted teams, and implementing strategies and business plans
Experience generating significant income sources and managing complex funding streams
Experience of the voluntary sector and/or working with young people
<b>SKILLS, KNOWLEDGE AND ATTRIBUTES</b>
Thrives in leading fast-paced, dynamic and high-risk environments
A strong communicator and people manager
Adept at motivating and leading others to deliver results
Financially literate and highly logical
Extremely organised and self-disciplined
An inclusive relationship builder with a wide variety of stakeholders
<b>PERSONAL QUALITIES</b>
Motivated to improve young people’s lives for the better
High and ambitious standards, with a relentless focus on seizing opportunities to achieve these
Displays excellent judgement and focus all times
Has a strong commitment to Equality, Diversity and Inclusion
Inspires trust, good will and action in others
Actively seeks to continuously learn and develop
Is values driven, aligned with the values of The Way Youth Zone and the OnSide Network

## GENERAL INFORMATION

The normal hours of work are 40 per week, or those necessary to fulfil the requirements of the position. There will be a requirement to work outside the normal 9 to 5, Monday to Friday, working week, including both evenings and weekends. This will mean working flexibly across the week, to suit the needs of both the role and the individual.

## APPLICATION PROCESS

To apply, please email a CV to [hr@onsideyouthzones.org](mailto:hr@onsideyouthzones.org) or apply via the website: [www.onsideyouthzones.org](http://www.onsideyouthzones.org), together with a cover letter (which should not exceed one page in length), explaining clearly why you are interested in the role and suited to it (based on the person specification). Please note that CVs without a cover letter will not be considered.

In addition, please provide the following information:

- Confirmation you are eligible to work in the UK (the successful candidate will be required to provide documentary evidence before a job offer is confirmed);
- Any reasonable adjustments we can make to assist you in your application or the selection process.
- How you demonstrate your commitment to fairness, equality and respect.

In accordance with our Child Protection and Safeguarding procedures, this position requires an enhanced DBS check.

For information regarding how OnSide processes your data, go to:

[OnSide Youth Zones Job Applicant Privacy Notice - OnSide Youth Zones](#)



### CLOSING DATE FOR APPLICATIONS:

9am, Monday 7 February 2022

### PRE-STAGE PHONE INTERVIEW:

11 February 2022

### FIRST STAGE FACE TO FACE INTERVIEWS:

W/C 14 February 2022

### SECOND STAGE FACE TO FACE INTERVIEWS:

W/C 21 February 2022

The strength of OnSide comes from the diversity of the people within our vibrant network. We are proud that our Youth Zone teams reflect the communities they serve, and we value people working together from a range of different backgrounds, locally and nationally, and with different experiences, all with a shared passion for boosting the aspirations of young people across the country. Diversity brings innovation, fresh ideas and creativity, and we actively strive to create a culture that is truly inclusive and fair for all and where everyone in the team can be themselves and thrive.



## OUR JOURNEY THROUGH 2020/21

8

WHAT WE DELIVERED APRIL 2020 - MARCH 2021



Our young people stayed connected and engaged in our sessions. Our total annual was attendance 16,371

This included attendance at:



Senior Sessions  
6,236



Junior Sessions  
4,285



Holiday Club  
485

## CASE STUDY: MENTORING PROGRAMME, SUPPORTED BY THE STEVE MORGAN FOUNDATION



Connor initially joined the online Peer Mentor Training workshops in May, following his 1:1 mentoring coming to an end, with a view to using his newly developed self-esteem and peer communication skills to support other young people.

Our Peer Mentor Training workshops aim to provide young people with the skills and knowledge of how to support and mentor their peers.

In the past, Connor has struggled to build positive and lasting peer relationships and worked hard with his 1:1 mentor, Natalya, to develop his social skills. As part of the Peer Mentor Training workshops, young people must spend a minimum of 5 weeks learning about the skills needed to successfully peer mentor other young people, as well as developing an understanding of leadership skills and communication skills. During the last week of the workshops, young people must choose from a selection of topic-focused sessions and deliver a full session which is assessed.

Connor chose to deliver a session on "Online Bullying" which was a huge decision for Connor as he had recently experienced online bullying. This incident, which progressed to police involvement, resulted in Connor feeling scared and worried about using the internet and fearful of future bullying.

During Connor's Online Bullying session he applied all of the skills he had learnt and using his own experiences to create a safe space, showing empathy, understanding and leadership throughout. He used humour to make the audience feel comfortable and supported them to develop their own ideas and conclusions, instead of simply providing answers for them.

Connor successfully passed this final assessment and is now recognised as a peer mentor for The Way Youth Zone. The whole team are immensely proud of Connor and how far he has come, however, none of us are as proud of him as his mom who was also present for his session delivery.

We can't wait for Connor to have the chance to apply the skills he has learnt with other young people.

“ I'm very proud of Connor. Over the last 6 weeks, he has worked hard to pass the course. ”

Connor's Mum



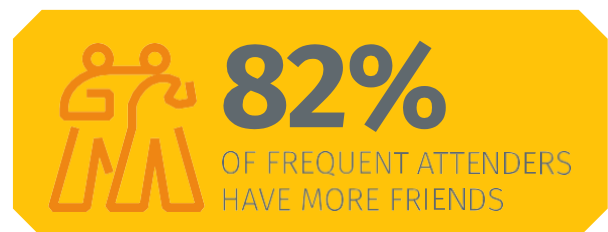


**OnSide**  
Here for young people

# PROVEN IMPACT



**GIVE YOUNG PEOPLE** A SAFE EXCITING PLACE TO GO TO HAVE FUN,  
BUILD THEIR SOCIAL NETWORKS AND SUPPORT THEIR PERSONAL DEVELOPMENT



**HELP YOUNG PEOPLE** LEAD HEALTHIER, HAPPIER LIVES

