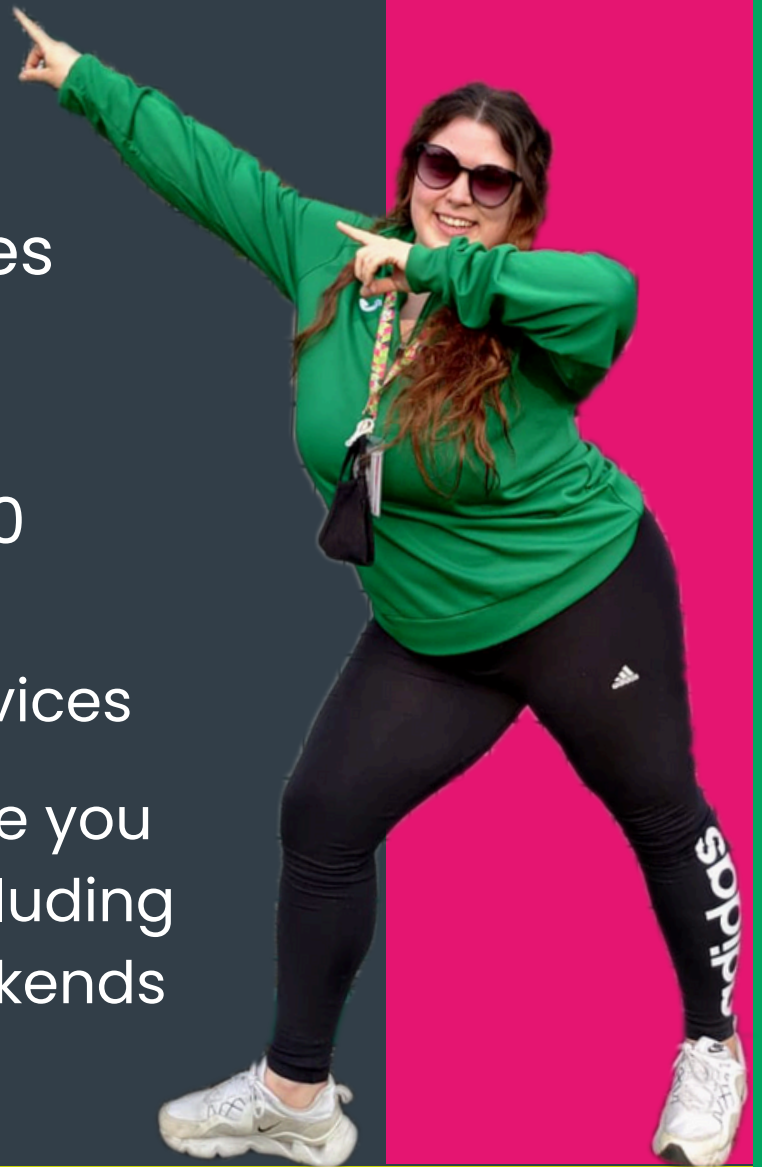


TRANSFORM YOUNG LIVES

- ♥ Job Role:
Targeted Services
Manager
- ♥ Salary:
£28,000 – £33,000
- ♥ Reports to:
Head of Youth Services
- ♥ This role will require you
to work flexible including
evenings and weekends





FREE GYM ACCESS



FREE FRUIT & TOAST



33 DAYS LEAVE PRO RATA
(INCLUSIVE OF BANK HOLS)



TRAINING AND
DEVELOPMENT
OPPORTUNITIES



BIRTHDAY LEAVE



FREE MEMBERSHIP & HOLIDAY
CLUB FOR YOUR CHILDREN*

Lively, fun, 'sick'... these are some of the words our members use to describe Inspire.

Working with young people age 8-19 (25 with additional needs), we transform lives, helping them be the best they can be.

Opening in 2018, we're nearly 5 years old, and in those 5 years, we haven't stopped learning, and we haven't stopped developing. From a global pandemic to the cost of living crisis, we are there for young people when they need us and adapt to their ever-changing needs.

Open 7 days a week when schools are shut, at our most basic, we provide **somewhere to go, something to do, and someone to talk to.** Our 'see it to believe it' facilities give young people access to a range of activities, opens doors to a world of opportunities, and provides the perfect space to develop new relationships with both peers and positive role models.

Through our doors you'll find; a 3G pitch, gym, sports hall, climbing wall, dance studio, music room and much more.

Inspire isn't just be a place to go, it's a place to grow. And that's as much about young people as it our staff team.

There's so many perks to joining our staff team!

Our Culture



Committed



Supported



Ambitious



Present



Inspirational

THE ROLE

The Targeted Services Manager at Inspire Youth Zone is a key leadership role with the crucial responsibility of overseeing and delivering targeted youth services, and safeguarding. As the organisation's Designated Safeguarding Lead (DSL), you will ensure that safeguarding is embedded across all aspects of our work, maintaining the highest standards of safety and child protection.

In this role, you will lead the development and delivery of targeted youth work, ensuring our services meet the diverse needs of young people, particularly those who are most vulnerable. You will create and deliver inclusive, impactful evidence based programmes that foster personal growth and development, empowering young people to overcome challenges and reach their full potential.

Additionally, you will play a pivotal role in building and managing strategic partnerships with external organisations, including local authorities, community groups, and other stakeholders. These collaborations will enhance the quality and reach of our services, ensuring that Inspire Youth Zone remains a vital resource for young people in the community.

As the Targeted Services Manager and DSL, you will have the opportunity to make a meaningful impact by leading safeguarding efforts, supporting vulnerable youth, and ensuring the safe and effective delivery of our wide range of services.



KEY RESPONSIBILITIES

Service Delivery and Programme Management

- Lead the delivery of targeted youth work programmes that focus on vulnerable or at-risk young people, including those experiencing mental health issues, social exclusion, or other challenges.
- Design and manage evidence-based interventions, ensuring that all programmes are informed by current research, best practices, and deliver measurable improvements in the lives of young people.
- Ensure all services are delivered in a safe, supportive, and engaging environment, meeting the diverse needs of young people from different backgrounds and abilities.
- Monitor and evaluate programme impact through data collection and analysis, ensuring that targeted interventions achieve positive outcomes for young people.
- Report on the success of targeted programmes, providing regular updates to senior leadership and external stakeholders on outcomes, challenges, and future improvements.

Designated Safeguarding Lead (DSL)

- Act as the organisation's Designated Safeguarding Lead (DSL), ensuring all safeguarding policies and procedures are rigorously followed and updated in accordance with the latest legislation and best practices.
- Be the first point of contact for safeguarding concerns, leading investigations and working closely with external safeguarding authorities and agencies to ensure timely and appropriate action.
- Embed a safeguarding-first culture, ensuring that all staff and volunteers are fully trained, compliant, and confident in their safeguarding responsibilities.
- Keep up-to-date with changes in safeguarding legislation, regularly reviewing the organisation's safeguarding policies to ensure they remain compliant and effective.
- Lead on safeguarding training for staff and volunteers, ensuring all personnel are regularly trained in child protection, safeguarding reporting procedures, and any relevant legislative updates.
- Maintain clear and accurate records of safeguarding concerns and ensure that all incidents are logged and reported to senior management and relevant authorities in a timely manner.

Team Leadership and Development

- Manage, lead, and mentor the Health & Wellbeing team, including staff involved in both universal and targeted youth work.
- Provide supervision and support to team members, ensuring they have the guidance and resources needed to deliver high-quality services.
- Foster a collaborative, positive team culture, ensuring staff are motivated, supported, and aligned with the organisation's values and objectives.
- Lead staff development and training, ensuring that team members are equipped with the skills and knowledge to deliver evidence-based programmes and safeguarding responsibilities.
- Conduct performance reviews and manage the professional development of the youth work team, encouraging continuous improvement and growth.

KEY RESPONSIBILITIES

Partnership and Stakeholder Management

- Develop and maintain key strategic partnerships with local authorities, schools, community organisations, and other youth service providers to enhance service delivery and referral pathways.
- Collaborate with external agencies (e.g., mental health services, social services) to ensure a holistic approach to the care and support of young people facing complex challenges.
- Liaise with families and carers to ensure they are engaged and informed about the services and support available to their children.

Programme Development and Innovation

- Develop and implement new targeted programmes in response to identified needs, ensuring that interventions are evidence-based and designed to address specific issues such as mental health, social exclusion, or risk behaviours.
- Adapt and refine existing programmes to ensure they remain relevant, engaging, and impactful, based on ongoing evaluation and feedback from young people and stakeholders.
- Lead on the design and delivery of universal programmes, ensuring all young people have access to a range of recreational, educational, and personal development opportunities.

Quality Assurance and Monitoring

- Implement robust monitoring and evaluation frameworks for targeted youth services, ensuring programmes are effectively assessed against set objectives and outcomes.
- Ensure compliance with all relevant regulations, including safeguarding, health and safety, and equality and diversity.

Risk Management and Compliance

- Identify and manage risks related to programme delivery, including safeguarding, health and safety, and operational risks, ensuring that appropriate mitigation strategies are in place.
- Ensure compliance with all statutory and organisational health and safety policies, creating a safe environment for staff, volunteers, and young people.
- Lead on incident reporting and management, ensuring all incidents are recorded and dealt with in accordance with organisational policy, particularly in relation to safeguarding concerns.

Financial and Resource Management

- Manage budgets for targeted and universal youth work programmes, ensuring that all services are delivered within budget and resources are used efficiently.
- Identify opportunities for cost savings and additional funding, ensuring the sustainability of targeted interventions and wider service delivery.
- Ensure the effective allocation of resources, including staffing, equipment, and facilities, to deliver high-quality youth services.

QUALIFICATIONS



Desirable

- A recognised qualification in Youth Work (e.g., Level 6 Youth Work Degree, JNC-recognised qualification), Social Work, or a related field.
- Equivalent qualifications in Community Development, Education, or Social Care.
- Advanced safeguarding training or certification, ideally holding or working towards Designated Safeguarding Lead (DSL) status.
- A qualification in Leadership or Management (e.g., ILM Level 5 or above)
- Experience delivering targeted youth work programmes, specifically with vulnerable or at-risk groups, and using evidence-based approaches.
- A valid First Aid at Work certificate or willingness to obtain this certification.
- Additional training in areas such as Mental Health First Aid, Trauma-Informed Practice, Equality and Diversity, or Counselling would be advantageous.

SKILLS



- Strong leadership and people management skills, with the ability to lead and develop a team.
- Experience in managing targeted youth work programmes.
- Ability to act as the Designated Safeguarding Lead (DSL), handling safeguarding concerns and leading investigations with professionalism and accuracy.
- Proven experience in developing and delivering evidence-based targeted interventions for vulnerable and at-risk young people.
- Ability to monitor and evaluate programmes, using data to assess impact and drive continuous improvement.
- Excellent verbal and written communication skills, capable of engaging effectively with young people, staff, families, and external stakeholders.
- Strong interpersonal skills for building relationships with key partners, including local authorities, schools, and other youth organisations.
- Experience in establishing and maintaining partnerships with external agencies, such as local authorities, community organisations, mental health services, and funders.
- Ability to work collaboratively with other organisations to ensure a holistic, multi-agency approach to supporting young people.

- Ability to efficiently allocate resources and manage service delivery within financial constraints.
- Skilled in identifying funding opportunities and contributing to grant applications or funding bids.
- Proficiency in using data to monitor and evaluate the effectiveness of targeted youth programmes and interventions.
- Ability to develop and implement monitoring frameworks, collect and analyse data, and produce detailed reports on outcomes and impact.
- Experience in ensuring compliance with internal and external quality standards.
- Strong analytical and problem-solving skills, with the ability to think critically and make decisions in a dynamic environment.
- Experience managing risk, particularly related to safeguarding, health and safety, and service delivery.
- Ability to work effectively in a fast-paced, changing environment and respond flexibly to emerging needs.
- High levels of resilience and emotional intelligence, especially when working with vulnerable and at-risk young people.
- Strong organisational skills, with the ability to manage multiple projects, deadlines, and priorities simultaneously.
- Ability to oversee the planning, implementation, and evaluation of projects, ensuring they are delivered on time and meet objectives.



POSITIVE AND ENTHUSIASTIC



PUNCTUAL AND RELIABLE



BELIEF IN YOUNG PEOPLE



ENHANCED DBS CLEARANCE



BE A POSITIVE ROLE MODEL TO YOUNG PEOPLE



2022 IN NUMBERS



DEALT WITH 384
CAUSE FOR
CONCERNS



OVER 45,000
VISITS FROM
YOUNG PEOPLE



DELIVERED
1,911
SESSIONS



PROVIDED 4278
FREE MEALS

WHY THIS ROLE MATTERS

The Targeted Services Manager role is vital to the success of Inspire Youth Zone's mission, as it directly impacts some of the most vulnerable young people in our community. This role is essential for developing and delivering targeted interventions that provide tailored support to those facing challenges such as mental health issues, social exclusion, and other complex needs. As the Designated Safeguarding Lead (DSL), the manager ensures the highest standards of safety and protection, creating a safe environment where young people can grow, learn, and thrive.

THE OTHER STUFF

- Full drivers licence
- To apply, send your **CV and cover letter** to ilona.ramm@inspireyouthzone.org
- Interviews will be ongoing and applications will close once an offer of employment is made

