

ROLE PROFILE

CATERING LEAD HORIZON YOUTH ZONE



SALARY OFFER:

Salary: £26,000

LOCATION:

Horizon Youth Zone, Grimsby

REPORTING TO:

Facilities Manager

CONTRACT:

Permanent, Full-time, 37.5 hours per week;
working evenings and weekends

BENEFITS:

- Workplace pension
- Free gym access
- Access to OnSide's Talent Academy; bespoke training and mentoring
- Access to the employee assistance programme
- 33 days holidays (inclusive of bank holidays)
- Birthday holiday leave.

OUR COMMITMENT EQUITY, DIVERSITY AND INCLUSION

As an equal opportunities employer, we welcome applications from under-represented groups; in particular from Black, Asian, Mixed Race and other ethnically diverse individuals, people with disabilities, and members of the LGBTQ+ communities. Our dedicated ED&I group, with support from the Senior Leadership team, is actively promoting and advancing diversity and inclusion at OnSide, ensuring a culture where everyone can be themselves and thrive.



ABOUT HORIZON YOUTH ZONE

Grimsby Youth Zone, named “Horizon” by local young people is a brand-new locally run youth charity, set to provide thousands of young people with the opportunity to have fun, make new friends, try something new and feel safe.

With community centric values and located in the heart of Grimsby, it will be an inspiring place for young people aged 8 – 19, and up to 25 for those with additional needs, to enjoy their leisure. The building is due to be completed in 2025.

It will change the lives of thousands of young people each year – delivering social impact on an incredible scale. State-of-the-art facilities will offer over 20 activities—including sports, arts, culture, and recreation—available every evening, weekend, and school holiday, showcasing our commitment to providing the best for young people.

Horizon is based on a proven model of youth service and youth work provision that is aligned to community needs and supported by cross-sector funding. Horizon will give young people affordable access to services designed to empower them to lead healthier, positive and more active lives, raising their own aspirations and their community.

Watch here to see the power of Youth Work and the impact attending a Youth Zone has had and see the support Horizon will provide to young people.

[Archie's story #ButWhenImHere](#)

[Mala's story #ButWhenImHere](#)

<https://www.horizonyouthzone.org/whats-on/>

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.

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

OnSide funds and builds state-of-the-art, multimillion-pound Youth Zones in the country's most economically disadvantaged areas. They train the amazing people that run them, and they 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. It's about giving young people a chance to shine in an environment where they can be themselves, it's about opportunity!

[OnSide - But when I'm here](#)

<https://www.onsideyouthzones.org/>

THE ROLE

At Horizon Youth Zone, we're all about tasty food, great service, and creating a space where young people feel right at home. Our café is a big part of what makes the Youth Zone special - it's not just about meals, it's about community.

Whether you're cooking up affordable, healthy dishes, chatting with young people in the café or leading the team behind the scenes, you'll be helping to create a welcoming, inclusive space for our members aged 8 to 19 (or up to 25 with additional needs).

We're open evenings, weekends, and school holidays - and for many, this place is like a second home. Our catering team plays a key role in making sure it's a place they want to come back to again and again!

You'll be a crucial part of this new Youth Zone for Grimsby, welcoming up to 250 young people each session and creating a space where they can thrive.

ALL HORIZON YOUTH ZONE EMPLOYEES ARE EXPECTED TO:

- Be a role model for young people, present a positive 'can-do' attitude and take personal responsibility for your own actions.
- Work within the performance framework of the charity and live the values of Name Youth Zone and the OnSide Network, contributing to a culture of high performance, continuous improvement and a young person first, team always ethos.
- Represent and promote the Youth Zone positively and effectively in all dealings with internal colleagues and external partners, assist with any promotional activities and visits that take place at Horizon.

JOB DESCRIPTION
KEY RESPONSIBILITIES
Prepare tasty, nutritious meals and snacks that suit different tastes and dietary needs.
Serve up affordable food with a smile and get involved in themed food events and activities that celebrate cultures, occasions, or just great food!
Chat with young people in the café space, making them feel at home.
Keep the kitchen and café clean, safe, and running like clockwork.
Follow food hygiene and safety guidelines - we take this seriously, but we don't overcomplicate it.
Regularly check and report any kitchen equipment faults, and flag health and safety issues as needed.
Help with stock control, ordering supplies, and keeping the kitchen well-equipped and cost-efficient.
Bring ideas for improving food service - whether that's a new snack, a better process, or something to cut down on waste.
Pitch in with admin tasks like kitchen schedules, food records, or anything else that helps the team stay organised.
Take on any other reasonable duties that come up - Youth Zones are fast-moving places, and we all roll up our sleeves when needed.
Plan menus that are creative, low-cost, and packed with goodness - and always keep young people's tastes in mind.
Supervise the wider catering team by creating a supportive and organised kitchen environment.
Oversee kitchen operations, making sure everything meets food safety and hygiene standards.
Stay organised with stock, budgeting, and waste reduction - making sure we're efficient and sustainable.
Admin management - from food safety logs to inventory tracking and compliance tasks.
SAFETY AND SAFEGUARDING
Safe Environment: Ensure the Youth Zone is a safe, welcoming place for young people, maintaining high standards of behaviour.
Safeguarding Management: Be alert to issues of safeguarding and child protection, ensuring the welfare and safety of Youth Zone members is promoted and safeguarded, and to report any child protection concerns to the designated Child Protection Officers using policies, procedures, and practice

PERSON SPECIFICATION

Applicants will be expected to demonstrate the experience, skills, knowledge and aptitudes listed below throughout the recruitment process. However, if you don't meet every single requirement but feel you have strong and relevant transferrable skills or lived experience to draw from, we encourage you to apply anyway. Why?

Studies have shown that women and Black, Asian, Mixed Race & other ethnically diverse people are less likely to apply for jobs unless they meet every single criteria/ competency. OnSide and the Network are dedicated to driving change and to building diverse, inclusive, and authentic workplaces, so if you're excited about this role but your past experience doesn't align perfectly, please tell us how your experience is transferrable.

YOU MAY BE JUST THE RIGHT CANDIDATE!

SELECTION CRITERIA
EXPERIENCE
Experience of working in a kitchen or catering environment.
A good understanding of food hygiene, health and safety and environmental issues.
A friendly, front-facing approach with great customer service skills.
Managing cash, stock, and ordering - making sure everything adds up, supplies are well-managed - understanding the importance of being accurate and trustworthy when it comes to money.
SKILLS, KNOWLEDGE AND ATTRIBUTES
Communicate clearly with young people, team members, and visitors.
The ability to build positive relationships with a warm, welcoming approach, a non-judgemental attitude, and a good listening ear.
Stay organised, manage time well, and keep on top of tasks.
Work well in a team and have a 'roll your sleeves' up attitude to use your initiative to get things done.
Staying calm under pressure and handling busy shifts with confidence.
Support and guide the catering team during busy periods.
Delegate tasks effectively and keep daily operations running smoothly.
Adapt to changing priorities and make quick, confident decisions.
Take ownership of kitchen planning, organisation, and team coordination.
A commitment to the mission, aims and values of Horizon Youth Zone, a knowledge of the youth & voluntary sector in Grimsby and what it has to offer to the wider community would be advantageous.
An ongoing commitment to equity, fairness, and respect.
A willingness to work evenings & weekends with the flexibility, motivation and commitment to meeting the needs of young people at Horizon Youth Zone.
Thrives in a fast-paced, dynamic environment and stays calm under pressure.
Ability to work on own initiative and as part of a team maintaining a proactive approach and can-do attitude
A Passion for Young People: A genuine enthusiasm for working in a youth environment
QUALIFICATIONS
Basic Food Hygiene Certificate is required however an Advanced Food Hygiene certificate would be advantageous.
GCSE or equivalent literacy and numeracy understanding.
Where applicable, evidence of ongoing professional development (for example NVQ Level 3 or other recognized catering qualification, Safeguarding, Health & Safety, Management etc.)

GENERAL INFORMATION

The normal hours of work are 37.5 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 frequent evenings and weekends. This will mean working flexibly across the week, to suit the needs of both the role and the individual.

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

APPLICATION PROCESS

To apply, please email a CV and cover letter (no more than one page) in response to the person specification and questions below to: recruitment@horizonyouthzone.org

1. Why do you want to work for us?
2. Looking at the person specification, briefly describe how your skills and experience (including any lived experience) make you a good candidate for this role. (200 words max)
3. How you demonstrate your commitment to fairness, equity and respect.
4. Confirmation you are eligible to work in the UK (the successful candidate will be required to provide documentary evidence before a job offer confirmed).
5. Any reasonable adjustments we can make to assist you in your application or the selection process.
6. This role will be based in the Youth Zone and therefore require an Enhanced DBS.
 - Do you have any unspent conditional cautions or convictions under the Rehabilitation of Offenders Act 1974?
 - Do you have any adult cautions (simple or conditional) or spent convictions that are not protected as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020.

APPLICATION DEADLINE:

Thursday 20th August by 9am

FIRST STAGE INTERVIEWS:

Monday 24th August

SECOND STAGE INTERVIEWS:

Tuesday 25th August, evening time, with Young People Panel



VALUES ON A PAGE

VISION, MISSION AND VALUES

Horizon Youth Zone's vision, mission and values provide a strategic basis and focus for the charity's operations. Investing in young people today to support a brighter future tomorrow, supporting children and young people to 'look beyond your limits'.

CHILDREN AND YOUNG PEOPLE FIRST

We put children and young people at the heart of everything we do. We listen, empower, and create safe, fun spaces where they can lead, grow, and thrive.

AMBITION

We aim high and believe in the potential of every young person. Through positivity, opportunity, and a commitment to nurturing their aspirations, we support them to reach beyond their dreams and become the best version of themselves.

EXCELLENCE AND INTEGRITY

We lead with honesty, humility, and high standards. Committed to doing what's right, we work with purpose, pride, and resilience to deliver our very best.

PARTNERSHIPS AND COMMUNITY

Through shared values, trust, and collaboration, we aim to be a vital part of our community, by working in partnership with others to create a strong, supportive network around young people.

RESPECT AND INCLUSIVITY

We welcome everyone with kindness, listen to all voices, and treat others as we'd like to be treated. We celebrate diversity, stay open-minded, and create a space where everyone feels valued and included.

SOCIAL AND ENVIRONMENTAL SUSTAINABILITY

We make ethical, sustainable choices that support long-term stability for our organisation and young people. By being resourceful and reflective, we respect our heritage while preparing for the future. We act responsibly to promote wellbeing, and empower young people to make positive, lasting change.

PROVEN IMPACT

OnSide
Here for young people



OVER **55K**
MEMBERS
ACROSS
THE ONSIDE
NETWORK



MEMBERS
MAKE OVER
650K
VISITS EVERY
YEAR



£187M
INVESTED IN
YOUNG PEOPLE
THROUGH OUR
NETWORK

GIVE YOUNG PEOPLE

A safe exciting place to go to have fun, build their social networks and support their personal development



77%
OF MEMBERS ARE MORE
SELF-CONFIDENT



82%
OF FREQUENT ATTENDERS
HAVE MORE FRIENDS

HELP YOUNG PEOPLE

lead healthier, happier lives

1 IN 10



OF YOUNG PEOPLE
HAVE A DISABILITY OR
ADDITIONAL NEED

70%



OF MEMBERS
BELIEVE THAT THEY
ARE HEALTHIER

75%



FEEL BETTER IN
THEMSELVES

64%



OF PARENTS
THOUGHT
THEIR CHILDREN
HAD BETTER
MENTAL HEALTH