



## Snow Camp Job Description and Personal Specification

Job Title:	North West Wellbeing Manager
Location:	North West England – Office & Programmes delivered at Chill Factore Manchester with flexible hybrid working around the North West of England.
Salary:	£27,500 pro-rata full time equivalent (actual £13,750)
Hours:	18.75 hours a week (2.5 days) includes some evenings & weekends
Annual Leave:	12.5 days per year plus bank holidays (25 days on f/t contract)
Benefits:	Vitality Healthcare (once 6- month probation has passed) and Pension scheme available

---

### About Snow Camp

Snow Camp is a ground-breaking national youth charity, and we are looking to recruit a fantastic Wellbeing Manager to join our North West team!

Our accredited programmes are unique and attractive to young people, taking them from beginner to qualified snowsports instructors in just one year with volunteering and apprenticeship progression routes available at the end. Alongside learning to ski or snowboard, young people also have access to wellbeing support with the emphasis on improving young people's mental health and wellbeing.

You will report to the North West Programme Manager and will be responsible for the delivery of our wellbeing workshops and providing 1 to 1 wellbeing support sessions to young people. You will also work as part of the North West team to assist with the planning and delivery of snowsports and life-skills focused youth activities and assisting with the apprenticeship programme throughout each year.

Experience of working successfully with under-served young people in a range of settings, with a focus on supporting young people's wellbeing will be essential to the post. Passion for snowsports and supporting young people generally will be a huge advantage!

Youth work, mental health & wellbeing support experience, project management, logistical skills, managing relationships, communication and presentation skills will make up the role. Along with experience of delivering group workshops to help young people work towards meaningful goals to improve their emotional wellbeing.

### Job Description

- In consultation with the Programme Manager, to manage the delivery of the Wellbeing Workshops and 1 to 1 mentoring support needed for young people and apprentices.
- Build a good relationship with the North West Programme Manager to help provide support and guidance to young people.
- Work with the programme manager to gain the young people's trust and confidence.
- To assist with delivery and development of The North West's full snowsports focused journey of youth programmes which take place at Chill Factore.



# SNOW CAMP

Snowsports Youth Charity

- Provide support where needed to the North West apprentices on their 1-year Snow Camp Apprenticeship programme (currently 4 young people aged 16-21 years), particularly helping to manage their wellbeing and signpost to other services where needed.
  - Providing weekly 1 to 1 support sessions for each apprentice.
  - Complete Personal Development Plans and Wellbeing Assessments as required with apprentices.
  - With the Programme Manager supporting apprentices with any challenges that they may be faced with and support with NVQ work when needed.
- Attend regular meetings with the other regional Wellbeing Managers to provide a consistent approach and building resources focused on improving young people's wellbeing.
- Outside of programme days, provide one-to-one mentoring sessions to young people, in-person or remotely, focusing on their well-being and offering support so they can cope with the Snow Camp programme and improve their general wellbeing.
- Attend youth project/partners organisation visits to network and promote the Wellbeing support available at Snow Camp as part of the programme.
- Be a key team member on the overseas residential for the Excel programme during the Easter holidays. \*Valid passport for travel in Europe & Andorra required.
- Use our UPSHOT online database system to keep records and ensure all monitoring and evaluation is carried out.
- Attend external training as required (e.g. Safeguarding and Mental Health Awareness tutor training courses).
- Ensure that all activities and provision you deliver is done safely and in line with organisational policies.
- Support the Programme Manager as required with recruiting young people, programme administration and other tasks to help with North West programme run smoothly.
- Additional tasks may vary depending on different opportunities throughout the year.

## Personal Specification

- A passion and desire to support young peoples wellbeing.
- To provide a nurturing safe space.
- An ability to create engaging and meaningful workshops and resources for young people.
- Excellent communication skills and the ability to build good rapport with young people.
- Self-motivated, innovative, committed and can work independently as well as part of a team.
- To be able to work flexibly based on the programme dates and young people's schedules, including evenings and weekends.
- An understanding of the importance of safeguarding and providing equal opportunities for young people.
- The ability to enthuse others, to encourage, build confidence and enable others to fulfil their potential.



# SNOW CAMP

Snowsports Youth Charity

- Good interpersonal skills are essential and excellent communication, listening and presentation skills will also be key.
- Ability to work under pressure and to deadlines, across flexible hours and weekends as required.
- Well-developed listening and communication skills.
- Strong IT Skills.

## Essential Criteria

1. A passion for supporting young people's wellbeing and mental health.
2. At least 2 years' experience working with young people on a one-to-one basis.
3. At least 2 years' experience of delivering group workshops and training to young people.
4. Youth Work or wellbeing training.
5. The ability to ski or snowboard (or willingness to learn, you can be taught by one of our young people).
6. Sound knowledge of MS Office tools including Word, Excel, PowerPoint and Outlook.

## Desirable Criteria

1. Wellbeing or Counselling qualifications
2. Youth work qualifications
3. Ski Instructor qualifications
4. Driving license

## Management and support

- The North West Wellbeing Manager will report to the North West Programme Manager (Darren Massey) who will provide support and guidance.
- The Trustee board will determine the overall direction of Snow Camp and will set the overall priorities in consultation with the Director and Senior Team.

## Policy Statement

Snow Camp aims to be an equal opportunities employer.

## Conditions of Service

The North West Wellbeing Manager must be prepared to work regular evenings, weekends and with occasional weeks away. Snow Camp operates flexitime system. Work patterns will change depending on time of year and programme being delivered.

*Snow Camp is committed to safeguarding and promoting the welfare of children. This post is subject to an enhanced criminal record check under the arrangements established by the Disclosure and Barring Service (DBS) and two satisfactory references regarding their suitability to work with children and young people.*



**How to apply:** [Please click here](#) to download the application form. Then forward the completed form to Darren Massey, North West Programme Manager at [darren@snow-camp.org.uk](mailto:darren@snow-camp.org.uk)

*Please contact Darren Massey if you would like an informal chat about the role on 07802 443931.*

**Closing Date:** Thursday 12<sup>th</sup> February 2026

**Interviews:** TBC – They will be held at our Snow Camp North West Office, Chill Factor, Manchester.

**Hours:** 18.75 hours a week (2.5 days) includes some evenings & weekends.

**Salary:** £27,500 per annum pro-rata based on full time equivalent (actual for 2.5 days £13,750)