

# SPEAR GRADUATE COACH

## Leeds Training Programme



***Are you a confident individual with an interest in coaching and a passion to work as part of the local church to see young people reach their potential?***

This is a paid, dynamic, one year opportunity to develop coaching and leadership skills whilst bringing about social transformation in the local community as a powerful expression of the Christian life and faith.

Through excellent delivery of the Spear Programme in partnership with Life Connections at Bridge Community Church, you will equip and empower unemployed 16 – 24 year olds to overcome disadvantage and turn their lives around by moving into sustainable work or further education.

# What will you do?

## Coaching on Spear Foundation

Spear Foundation is a 6 week programme running 6 times a year, aimed at supporting disadvantaged young people in returning to work or education, and equipping them with the skills to stay there.

- Supporting the Lead Coach and Centre Manager with the delivery of this, preparing and coaching group and 1-1 sessions, and supporting the daily administrative function of the programme.

## Spear Career

This is the ongoing programme of support offered to trainees who complete Spear Foundation – weekly sessions for a year to support them to stay in work

- Assisting the Lead Coach and Centre Manager with the delivery of weekly Spear Career sessions.

## Outreach and Building Community

### Relationships, including Trainee Recruitment

- Communicating with young people and developing relationships with professionals at local organisations to encourage referrals onto the Spear programme

### Co-ordination of Spear Celebration Events

- Overseeing these fun and inspiring events where we celebrate the success of young people who complete the Spear programme, with the community, church congregation, family and friends. You will work with other coaches to assign roles, organise volunteers, and plan equipment/resources.

### Torch

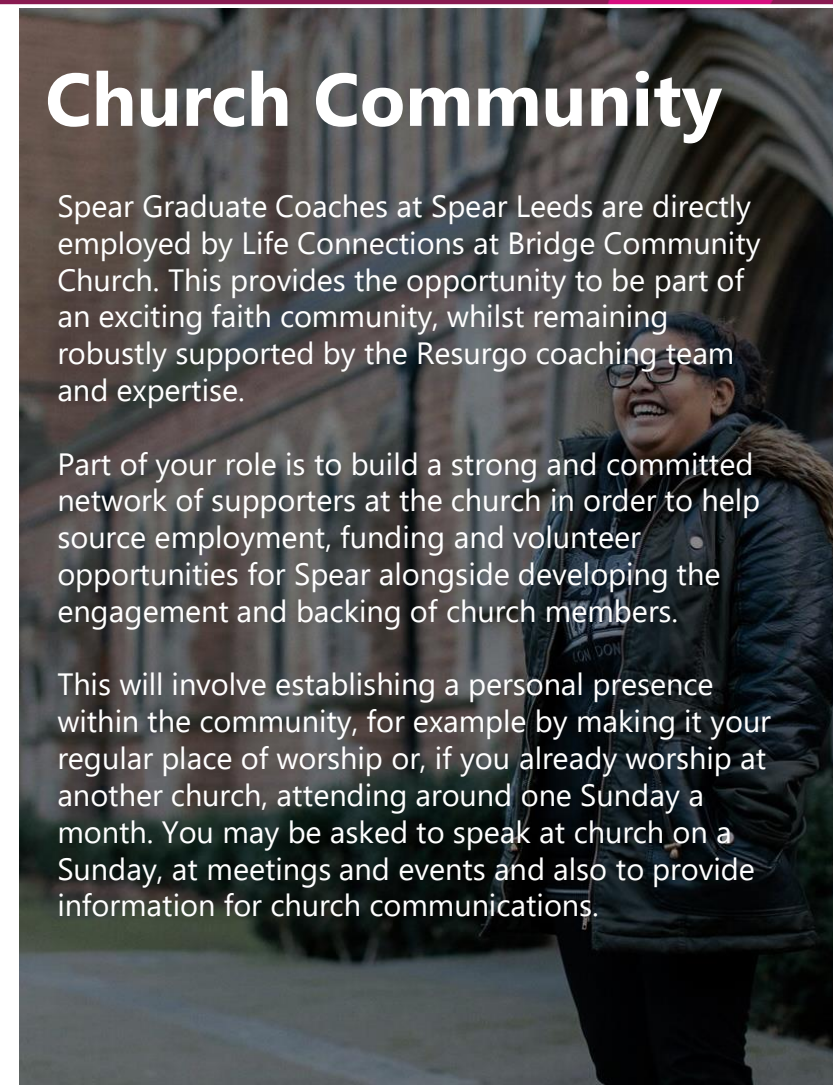
- Working with BCC's Youth Worker to engage trainees in the wider church programme, including supporting the Centre Manager to set up Torch – a youth group specifically aimed at providing a safe place for Spear trainees to find community and explore life's big questions.

# Church Community

Spear Graduate Coaches at Spear Leeds are directly employed by Life Connections at Bridge Community Church. This provides the opportunity to be part of an exciting faith community, whilst remaining robustly supported by the Resurgo coaching team and expertise.

Part of your role is to build a strong and committed network of supporters at the church in order to help source employment, funding and volunteer opportunities for Spear alongside developing the engagement and backing of church members.

This will involve establishing a personal presence within the community, for example by making it your regular place of worship or, if you already worship at another church, attending around one Sunday a month. You may be asked to speak at church on a Sunday, at meetings and events and also to provide information for church communications.



# What skills will you develop?

## **Christian Leadership**

As part of Resurgo's holistic coaching approach, we teach and develop Christian leadership through continual feedback, vulnerability, honesty, and growing the whole person.

You will practice and model leadership skills not only on the Spear programme, but in Resurgo's regular staff prayer and worship meetings and in team meetings and events at Bridge Community Church.

## **Social Impact Awareness**

You will gain a working understanding of the issues affecting the church's local community, working with the church to tailor the delivery of Spear accordingly; your aim will be to bring lasting social transformation as an expression of the Christian faith.

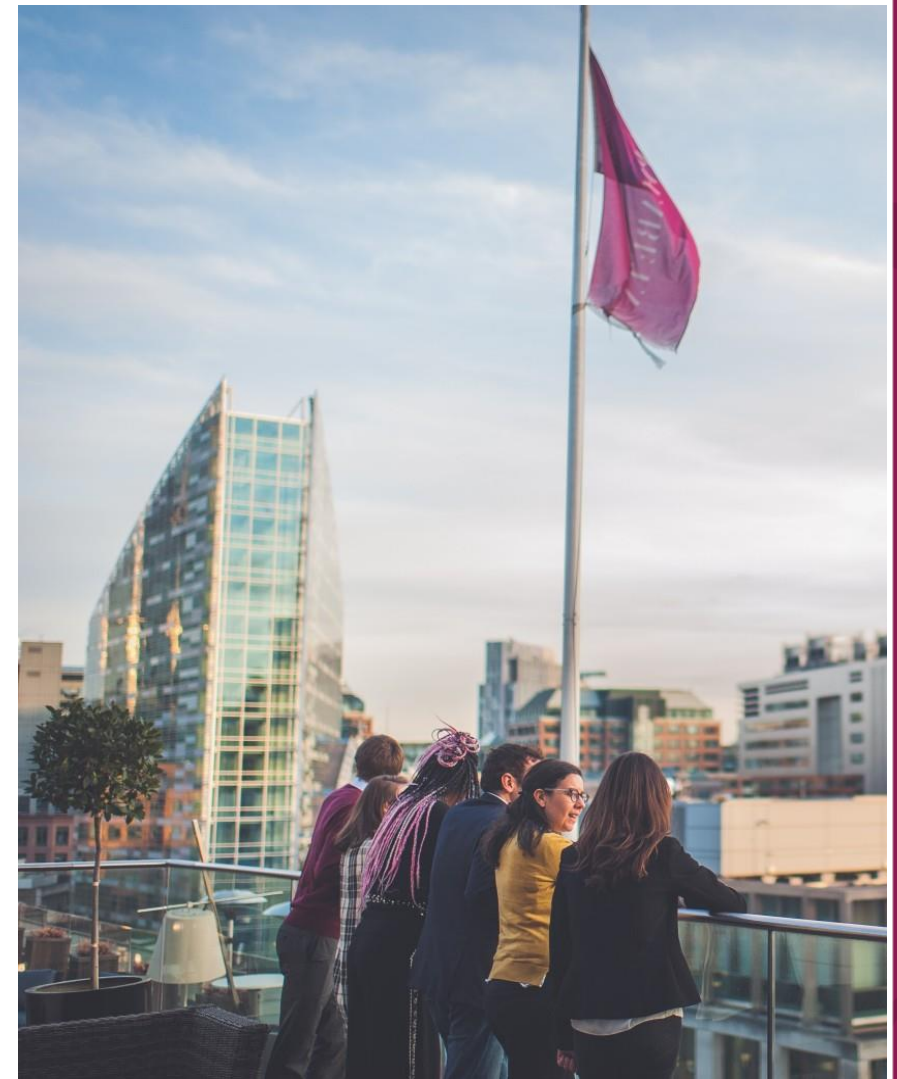
## **Excellent coaching capability**

You will take part in 'Coaching for Leadership' – an iLM accredited 5-day coaching training programme. You will then continue to develop coaching skills while delivering the Spear programme through intensive on-the-job support and weekly 1-1 mentoring.

## **Management skills**

We are passionate about developing our staff, and actively train Graduate coaches with transferrable management skills needed to progress internally.

Many are Lead Coaches within a year, and we aim for you to gain the skills and confidence to become a Spear Centre Manager within 3 years, with responsibility for Centre staff, young people and outcomes.



# What kind of person are we looking for?

- A heart for working with young people and commitment to transforming urban communities
- Ability to personally represent the Christian values of Resurgo & Bridge Community Church
- Desire to grow and learn spiritually and as a leader, including a desire to learn and understand coaching techniques
- Effective interpersonal skills and high emotional intelligence, a sense of humour and sense of fun!
- Excellent communication skills and telephone manner
- Self-motivated with good time management skills and the ability to prioritise workload, exercise initiative and work well under pressure.
- Qualifications at A-level or equivalent are essential; qualifications at degree level or equivalent are desirable
- Excellent administration and organisational skills with an eye for detail, accurate working methods and IT competence

# Our coaches say...



*"What I love about working here is the culture of the team. We are all in this together, pushing in the same direction, with a heart to realise the potential each young person comes in with. Being part of the team that brings that success in young people's lives is a joy and privilege"*

- **Darach:** joined our Hammersmith Spear team in March 2018

*"After graduating university, it was important to me to have a job which not only had a positive impact on those around me, but one which would also give me a sense of purpose. Working at Spear has allowed me to achieve this – on a daily basis I can see the incredible difference coaching can have in the lives of young people"* - **Tim:** joined our Camden Spear team in March 2018



*"I wanted to work somewhere which made a tangible impact in young people's lives, as well as somewhere I'd keep learning. I love that Spear (Resurgo) has an unrelenting belief in other people's potential, and that everything we do originates from that"*

- **Helen:** joined our Harrow Centre in September 2015

## Working Requirements

- 12 month fixed term contract, with great chances of being offered a permanent role after the Graduate scheme.
- Monday – Friday 9.30am - 5.30pm, with occasional evenings per term (for events such as Spear Celebration evening as well as the annual Resurgo fundraising event and training events)
- A DBS check will be requested in the event of a job offer
- Making Bridge Community Church your place of worship is desirable however, if you already worship at another church, you would be required to attend on some Sundays

## Salary and Benefits

- As a Spear coach working in collaboration with Bridge Community Church, you will be employed by Life Connections
- Starting salary - £18,000
- Pension scheme: 3% employer contribution
- Annual Summer and Christmas Conferences (one residential) which include teaching, worship, delicious food and country walks
- 25 days holiday plus 'gift' days between Christmas and New Year

## How to Apply

Please complete the application form and send it with your CV to [recruitment@resurgo.org.uk](mailto:recruitment@resurgo.org.uk) by **4<sup>th</sup> August 2019**

The application process will consist of an initial assessment day with our Senior Coaching Team and on successfully completing this, a second interview with Life Connections at Bridge Community Church, to ensure a good fit (for both you and the church) in terms of character and church background/beliefs.

## Queries

If you'd like to have an informal discussion about the role, please email the People and Culture team ([recruitment@resurgo.org.uk](mailto:recruitment@resurgo.org.uk)) to arrange a time.

