



Spear Graduate Coach Training Programme





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.

You will work as part of a local church in one of the following locations to deliver the Spear Programme, equipping and empowering unemployed 16 – 24 year olds to overcome disadvantage and turn their lives around by moving into sustainable work or further education.

**Hammersmith & Fulham
Camden
Clapham Junction
Leeds**

**North Kensington
Kennington
Harrow
Bournemouth**

**Bethnal Green
Islington
Brighton
Crawley**

We have annual start dates in August as well as on-going vacancies through the year.

To secure your space in an interview, please apply as soon as possible. Apply by filling in our simple online application form: <https://resurgo.bamboohr.com/jobs/> or sending your CV with a completed application form to recruitment@resurgo.org.uk

What will you do?

Coach on Spear Foundation

The year-long programme kicks off with Spear Foundation, a 6-week initial phase running 6 times a year at each Centre. We coach disadvantaged young people around skills and mindsets to support them in returning to work or education, and equipping them with the skills to stay there.

You'll be given all the training needed to deliver this, preparing and coaching group and 1-1 sessions, and support the daily administrative function of the programme. You'll also oversee the Spear Celebration Events at the end of each programme, assigning roles, organising volunteers, and planning equipment/resources.

Spear Career

You'll meet with trainees 1:1 on a weekly basis as part of this ongoing programme offered to those who complete Spear Foundation, supporting them to stay in work and progress over the year that follows.

External Relationship-Building

You'll purposefully build relationships with relevant professionals at local organisations, and communicate directly with young people, to encourage referrals onto the Spear programme.

Intentional Church Community

Spear Graduate Coaches are directly employed by the partner church at which their Centre is based, meaning you're part of a vibrant church staff team and submerged in an exciting faith community, whilst remaining robustly supported by the Resurgo coaching team and expertise.

Part of your role is establish a personal presence within the community as your regular place of worship, and build a strong and committed network of supporters in the partner church to help source employment, funding and volunteer opportunities for Spear.

You'll also have the opportunity to work with church staff to engage trainees in the wider church programme, helping them find community and explore life's big questions.

What will you gain?

Christian Leadership Skills through continual feedback, vulnerability, and challenge, as well as opportunities to practise these skills in regular staff prayer meetings, as well as in Spear team meetings and events.

Social Impact Awareness – you'll gain a working understanding of the issues affecting your church's community, work with the church to tailor Spear accordingly and understand effective and meaningful ways of measuring this impact.

Excellent coaching capability, through the iLM accredited 5-day 'Coaching for Leadership' programme or our extended bespoke version for all Graduate coaches, the 2 week Coaching Academy. You'll develop your coaching skills while delivering the Spear programme through intensive on-the-job support and weekly 1-1 mentoring.

Management skills so that you have the skills and confidence needed to become a Lead Coach within a year, and then a Spear Centre Manager within 3 years, with responsibility for Centre staff, young people and outcomes.



Role specific qualities

Please see our Team Guide for the kind of person who thrives with us; below are a few things we're particularly looking for in this role:

- 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, confident face to face communication, and a great telephone and video-call manner.
- Ambitious and self-motivated with good time management skills and the ability to prioritise workload, exercise initiative and work well under pressure.
- A-levels or equivalent are essential; degree level or equivalent qualifications desirable.

Working requirements, salary & benefits

- **Salary £18,500 - £21,000 depending on location and experience**, plus pension scheme with employer contribution.
- **12 month fixed term contract**; permanent roles available after the Graduate scheme.
- **Flexible locations and remote working options are available**
- **Full-time Monday to Friday, 9.30am – 5.30pm**
- A DBS check will be carried out in the event of a job offer
- As part of our application process we video-interview applicants at first instance. The second interview consists of a 2-day Virtual Coaching Taster and Assessment Centre on December 16-17, 2020, or a group assessment day at another time.