



Spear Lead Coach

Are you a confident and outstanding coach with a passion to work as part of the local church to transform communities?

We are now recruiting for a Lead Coach for various London centres– an outstanding opportunity to work as part of a local church 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.

Apply online at <https://resurgo.bamboohr.com/jobs/> or by sending a copy of your CV with a completed application form to recruitment@resurgo.org.uk.

Initial interviews are taking place throughout the application period.

We are anticipating a start date in mid Feb, mid April and August 2021, dependent on center and funding.

Responsibilities

Delivery of Spear Programme

- Preparing and coaching Spear Foundation sessions and 1-1s, ensuring that young people are engaged, retained and work-ready by the end of this initial phase of the programme.
- Building relationships with young people on the programme and managing culture and attitudes in the training room.
- Adapting the Spear coaching material according to the needs of the Trainees and managing behaviour effectively.

Delivery of Spear Career

- Delivering Spear Career sessions on a weekly basis and finding creative ways of developing ongoing relationships with Spear Trainees. This includes running application workshops with past Trainees as well as maintaining records and reporting on statistics.

Training the Graduate Coach

- Contributing towards the training and developing of the Graduate Coach by modelling excellent coaching in the Training Room and giving regular feedback.

Trainee recruitment

- Developing relationships with Job Centres and local referral agencies to ensure that the maximum number of Spear Trainees are enrolled on each programme. This involves liaising with referral agencies, active face-to-face recruitment and monitoring recruitment statistics.

Continuous professional development

- Continually engaging in professional development, including being part of Resurgo's wider coaching programmes

and supporting the Coaching Managers with overall team training and development.

Active participation in and support for church team and mission

- As the Spear programme is run a local church, you will need to ensure you establish a strong personal presence at the church to develop the engagement and backing of church members, and help build a strong network of supporters for the Spear programme. As part of this you may be asked to speak at church/events, and contribute to prayer meetings as per Resurgo's Christian ethos and the mission of the church.

Person Specification

- An active Christian, passionate about personally representing the values and beliefs of Resurgo and the partner church.
- Qualifications at degree level or equivalent
- Dynamic and engaging Coach with experience of and enthusiasm for the practice of coaching and training techniques, and a desire to develop as a coach
- A minimum of one years' experience in training and development design and delivery
- Heart for working with young people and commitment to transforming urban communities
- Effective interpersonal skills and high emotional intelligence with a sense of humour and fun
- Ability to lead others effectively
- Exercises initiative, highly self-motivated and a forward planner
- Good time management and organisational skills, working well under pressure with the ability to prioritise workload
- Excellent communication skills and telephone manner
- Microsoft Word, Outlook, Excel, Access and PowerPoint competent and accurate and efficient in typing and work methods

Working requirements, salary & benefits

- **Starting salary from £25,000 dependent on experience and location, plus pension scheme**
- **One year fixed term contract with potential for renewal**
- **Full-time Monday to Friday, 9.30am – 5.30pm**
- 25 days annual leave.
- Occasional evening working required (for events such as termly Spear Celebration evenings and the annual Resurgo fundraising party).
- Excellent staff development and training opportunities, including attendance on either our Coaching Academy or 'Coaching for Leadership' course – a programme of coaching and leadership training within your first 6 months (valued at £2,500).
- You will be expected to participate in church team events and be integrated in the church community, as well as wider Resurgo team events, including weekly staff prayer meetings and annual staff conferences in summer and winter.
- We offer an Employee Assistance Programme (a confidential support service for staff) as well as the option to take advantage of Give as you Earn (GAYE)
- A DBS check will be requested in the event of a job offer