



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.

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

**North Kensington
Islington
Brighton**

**Bethnal Green
Clapham Junction
Leeds**

**Camden
Hammersmith & Fulham
Bournemouth**

**Kennington
Harrow
Bristol**

We are currently recruiting for January 2022 at Bournemouth, Bristol and Islington as well as later in the year for other centres.

Our first interview consists of an assessment session and admin task, followed by a 1:1 interview (these may be on different dates). A final interview is then held with the partner church. Our next assessment sessions are on **November 12th** and **November 25th** – please apply as soon as possible to secure a chance at interview.

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?

Run Group and 1:1 Coaching sessions on Spear Foundation

Spear Foundation is a 6-week initial phase running 6 times a year at each Centre. We coach 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.

Spear Career

You'll meet with Spear 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.

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.

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.

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 Management – 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 - Read our [Team Guide](#) to learn more about our culture and values

- 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 fun!
- Confident communication skills, excellent telephone, face to face 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.
- Passion for social justice, especially supporting young people into employment or education

Working requirements, salary & benefits

- **Salary £19,500 - £22,500 depending on location**, plus pension scheme with employer contribution
- We are offering 4 **bursaries** a year on the Graduate Coach Training Programme for candidates from a socially disadvantaged background, or from a UK minority ethnic background.
- **Full time Monday – Friday 9:30-5:30** with some evenings required, such as Spear Celebrations
- **25 days annual leave**, as well as Bank Holidays & gift days between Christmas & New Years
- **12 month fixed term contract**; permanent roles available after the Graduate scheme.
- **Full-time Monday to Friday, 9.30am – 5.30pm**
- You will be expected to participate in church team events and be integrated in the community, as well as wider Resurgo team events, including prayer meetings and annual staff conferences.
- We offer an Employee Assistance Programme, as well as the option to take advantage of Give as you Earn (GAYE)
- A DBS check will be carried out in the event of a job offer