



spear
bethnal
green

Spear Lead Coach

THE SUNDAY TIMES
**Best Places
to Work 2024**




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

We are recruiting for a Lead Coach in Spear Bethnal Green. You'll be delivering Resurgo's award-winning 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.

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 weekly Spear Career sessions (including running workshops with past Trainees), maintaining records and reporting on statistics, and creatively developing ongoing relationships with Spear Trainees.

Training the Graduate Coach

- Contributing towards the training and developing of the Graduate Coach by modelling excellent coaching 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 Church Partnerships Managers with overall team training and development.



Personal qualities we're looking for...



An active Christian, passionate about personally representing the values and beliefs of Resurgo and the partner church



You have demonstrable experience as a coach, or a background in youth work or teaching, and are keen to develop these skills further



You have a heart for young people and releasing their potential, no matter what challenging circumstances they are facing



Effective interpersonal skills and high emotional intelligence with a sense of humour and fun



You are great at building relationships, with solid communication skills



Good administrative and organisational skills, working well under pressure with the ability to prioritise workload

Working for us

- **Salary:** from £28,000
- **Contract:** Full-time, Permanent
- 28 days annual leave (including Christmas gift days) plus bank holidays
- Excellent staff development and training opportunities, including our 5-day Coaching Academy (valued at £3,000)
- Regular staff prayer meetings, conferences and retreats (one residential)
- Excellent Health Insurance plan, including gym discounts and other perks
- A DBS check will be requested in the event of a job offer
- The Spear Programme offers a rewarding opportunity to work with young people, but it requires a dedicated commitment. Due to the term-based nature of the programme (i.e. two consecutive 6-week programmes in autumn, spring and summer), we expect annual leave to be taken between rather than during terms

Our working hours are 9:30am - 5:30pm, with occasional evening work for events such as our Spear Celebrations. We value a culture of excellence, authenticity, and fun.

We are an office-based organisation, working face-to-face with the trainees and value the collaboration and opportunities to work creatively and build community that this offers us.

Our coaching and feedback culture

We are passionate about the power of coaching to bring about robust change, and so we use coaching techniques in everything we do - whether delivering the Spear Programme, or internally as our standard approach to line management and meeting facilitation.

Coaching is all about empowering an individual to come up with their own solution to a problem, by offering high-level listening and questioning techniques. If coaching is brand new to you, don't worry; all Spear Coaches receive extensive and ongoing training in coaching techniques, delivered by our team of highly experienced Master and Professional Certified Coaches. We're proud that the ICF has also recognised Resurgo as one of the top 10 organisations in the world to demonstrate the positive effects of coaching, as one of 10 finalists in the **2022 ICF International Prism Award**.



Questions?

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