



**Spear Centre Manager**



## Who are Resurgo?

### Resurgo means 'to rise up again'

We use our expertise in coaching and impact management to inspire and equip organisations to transform society. We launched the **award-winning Spear programme** over 20 years ago, and there are now 17 centres across the country, equipping unemployed 16–24-year-olds facing barriers to employment with the skills and mindset they need to find work and to thrive once they're there. [Meet some of our previous trainees](#)



"Society today is facing huge challenges, so to be part of an organisation that believes in delivering lasting social change is inspiring" - **Sam Mead, Head of Impact**

## The Spear partnership

The mission of York Vineyard church is to further the gospel of Jesus Christ, build up the faith of Christian believers, share in the training of workers, promote Christian education, advance the Kingdom of God and bring relief to the poor, the needy, the sick and elderly.

"Since hearing about the Spear Programme we have seen how well the **coaching** focusses on **mindset**, as well as **skills**, with the aim to **support** young people to **thrive** in the workplace, looking beyond just an initial job offer"



## The impact

Since its inception, the Spear Programme has worked with more than **10,500** young people, of whom **75%** are consistently in work a year later.

Our recent [Data Labs evaluation](#) with the DWP showed that taking part in the Spear Programme **reduces the likelihood of being NEET by 20%** compared to those who do not.

This year we are hoping to work with over 1,000 young people across the 17 Spear centres – **we'd love you to join us on the journey of making real impact.**

# Responsibilities

## Oversight of Spear Programme

*Spear Foundation is a 4-week initial phase, consisting of 2 group sessions and a 1:1 with each trainee per week, in which we coach young people around skills and mindsets to support them in returning to work or education, and equip them with the skills to stay there.*

- Lead group sessions of around 10 young people each, using coaching skills to transform attitudes to their own ability and the workplace, and to raise their awareness and maximise potential in stepping into the world of work.
- Prepare and coach group and 1-1 sessions with the Spear Coach.
- Ensure the programme is delivered in line with agreed targets, and report KPIs on recruitment, retention and completion of Spear Trainees to Resurgo and the Spear Trust, as well as their ongoing progress and sustainment of work or education.

## Partnership liaison and relationship management

- Establish the primary local referral agencies and build and implement a strategy for developing relationships with them to ensure recruitment of young people onto the Spear programme is effective.
- Maintain and develop relationships with local partners to form a strong referral network.







## ***Responsibilities (cont'd)***

### **Line management and training**

- Manage the Spear Coach, using a coaching approach to invest in their growth and development.
- Be line managed by Resurgo to support with the set-up and ongoing operations of the centre and report back on KPIs.

### **Church Community**

- The Spear Centre Manager is directly employed by York Vineyard Church, meaning you are part of a vibrant church staff team and submerged in an exciting faith community.
- You will be required to establish strong relationships with key people at the church to ensure the engagement and backing of church members, and help to establish a strong presence at the church to build a network of supporters for the Spear programme.
- Ensure the Spear programme is a key missional feature of the work of the church; this may involve attending church events and speaking at services.

### **Site management and set-up**

- Work with the Church to set up the training room and IT infrastructure for the new Spear Centre in advance of opening.
- Liaise with relevant staff locally on-site issues and work to resolve them as soon as possible, ensuring the office and training room are safe and tidy working spaces in line with health and safety policies.
- Other ad hoc church responsibilities from time to time.



## Personal qualities we're looking for...



An active Christian, able to personally represent the values and beliefs of Resurgo and York Vineyard Church, and a commitment to grow and learn spiritually and as a Christian leader.



Passion for social justice and for working as part of the church to transform communities, especially supporting young people in employment or education.



A dynamic and engaging individual with an enthusiasm for and experience of group and 1-1 coaching and training.



An entrepreneurial and ambitious individual who enjoys starting new projects, works well under pressure and can translate ideas into practice with creativity.



Self-motivated with strong leadership, management and organisational skills with the ability to exercise initiative and prioritise workload.



Excellent communication and interpersonal skills, with a confidence in group facilitation, high emotional intelligence, and a sense of fun!

# Join our team!

- Salary: £27,000
- Full-time, 9.30am – 5.30pm, Monday – Friday (with some flexibility and occasional evening or weekend work for events such as Spear Celebrations)
- 25 days annual leave pro rata plus bank holidays
- Excellent staff development and training opportunities, including Resurgo's iLM-recognised Coaching Academy (valued at £3,000)
- Regular staff prayer meetings, conferences and retreats (one residential)
- Application deadline: Monday 17<sup>th</sup> March

## Spear Coach Recruitment Process

- 'Get to know' call
- Assessment Day

Please feel free to let us know if you may require any reasonable adjustments to participate fully in our recruitment process.

Wheelchair access and disabled parking available.

Resurgo is a Christian charity, working in a range of settings, in partnership with people from all faiths and none. Our Christian faith underpins everything we do; it motivates and sustains us and is core to our mission.

As you would be employed by York Vineyard Church, with prayer and worship embedded into daily working practices, there is a Genuine Occupational Requirement for applicants to be practicing Christians.

As Resurgo partner with churches of differing theological standpoints, we provide an informal conversation to discuss their values and beliefs early on in the application process.

## Diversity and Inclusion

Resurgo is built on a passion for social justice and a desire to see transformation in all areas of society. This includes in the areas of diversity and belonging within our own teams. We actively champion diversity, not for its own sake, but because we know differences in backgrounds, ways of thinking and opinions make us stronger.

Our coaching approach helps us build and maintain a culture where everyone not only has a seat at the table but feels like they truly belong there. This plays out in different ways - think meetings where your participation is encouraged and valued regardless of your seniority; line managers who really listen to you and equip you to have autonomy in your role; and a senior team who want you to be your authentic self.



# The Spear coaching culture

We are passionate about the power of coaching to bring about robust change, and so Resurgo uses 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**.

## You'll find Resurgo's coaching-based team behaviours (set out below) threaded through the Spear programme:



### Excellence

We are committed, enthusiastic, proactive and hardworking. We go the extra mile.



### Confidence

We 'believe we can', stemming from our confidence that God will equip us.



### Creativity

We love trying new things, adapting, and changing tack, even when it's risky.



### Honour

We always speak well of each other, champion others, and celebrate successes.



### Service

We all roll up our sleeves and get stuck in, even when it's 'not our job'.



### Hospitality

Relationships are important to us; we invite people in, and share generously.



### Authenticity

For us, there's no 'work self' and 'home self'. We want to work with the whole, real you.



### Fun

We are deadly serious about enjoying our work and taking time for a joke.



### Feedback

We respect each other enough to give challenging feedback to help others grow.



### Worship

We worship and pray all the time, for each other and for our work.