

JOB DESCRIPTION – SPEAR COACH

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| Job title: | Coach |
| Department: | Spear Hastings |
| Salary: | £23,500 pro rata for part time role (£14,100) |
| Reports to: | Spear Centre Manager |
| Principle location: | HTH Hall, Cambridge Road, Hastings |
| Terms of employment: | Part time: 22.5 hours per week, Tuesday - Thursday |
| DBS: | Enhanced DBS required |

ROLE CONTEXT

Holy Trinity Hastings (HTH)

Holy Trinity Hastings (HTH) is an Anglican Church in the town centre of Hastings and part of the HTB network. Over the last 7 years it has been built into a vibrant multi-generational community with a significant focus on children, families, and young people. Our vision is to build communities of people who are so passionate about being with Jesus, becoming like Jesus and joining in with what Jesus is doing, that lives, families and communities are changed and transformed, one life at a time.

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 13 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

All Spear coaches work face-to-face with young people, having the privilege to invest in their lives, but receive regular training as a group, so you'd be joining a network of many likeminded coaches eager to see young people's lives radically impacted.

In Hastings, Resurgo is partnering with HTH Church –Spear Hastings will be a key part of HTH Church's mission to change the culture of the town by bringing hope to unemployed young people. In joining the Spear Hastings team, you will be part of the social outreach programme at HTH –the 'Beating Heart of Hastings'. Find out more at www.hthchurch.org

The Impact

Since its inception, the Spear Programme has worked with more than 9,000 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 1000 young people across the 13 Spear centres and to launch a further 4 Spear centres –we’d love you to join us on the journey of making real impact.

PERSONAL QUALITIES WE’RE LOOKING FOR

- An active Christian, able to personally represent the values and beliefs of Resurgo and HTH Church
- A commitment to grow and learn spiritually and as a Christian leader, and a desire to learn and understand coaching techniques.
- Passion for social justice and for working as part of the church to transform communities, especially supporting young people in employment or education.
- High emotional intelligence, a sense of humour and fun!
- Confident communication and interpersonal skills, both over telephone and face to face; particularly a confidence in group facilitation.
- An ambitious and self-motivated individual with the ability to prioritise workload, exercise initiative and work well under pressure.

RESPONSIBILITIES

Spear Programme

- Lead group sessions of up to 10 young people, using coaching skills to transform their mindsets, and to maximise their potential in stepping into the world of work.
- Prepare and deliver coaching sessions on a weekly basis and find 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.

Relationship management

- Build and manage relationships with a variety of stakeholders, including referrers, local businesses, and other organisations.
- You will support with job fairs, mock interview days and welcoming external visitors to the centre.

Church Community

- The Spear Coach is directly employed by HTH Church, meaning you are part of a vibrant church staff team and submerged in an exciting faith community.
- Help to raise the profile of the Spear programme within HTH Church and build a network of supporters and volunteers from the congregation.
- Other ad hoc church responsibilities from time to time.

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.

WORKING FOR US

- Salary: £14,100
- Hours: 9.00 –5.00pm, Tuesday –Thursday, Part-time (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, Resurgo conferences and retreats (one residential) and attendance at Focus.

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 HTH Church, with prayer and worship embedded into daily working practises, there is a Genuine Occupational Requirement for applicants to be practising Christians.

The role will be an integral member of the HTH church team and be involved in the life of the church, including Sundays.

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.