

## Spear Lead Coach (Joint Venture)

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### Job Description

<b>Job Title:</b>	Spear Lead Coach
<b>Responsible to:</b>	Spear Centre Manager
<b>Responsible for:</b>	N/A
<b>Liaises with:</b>	Graduate Coach and Centre Manager; referral agencies (Jobcentre plus, Young Offending Team, local support agencies); trainees.

To support the Centre Manager by helping run Spear Foundation at the partner church to the highest possible standard in keeping with Resurgo's mission to be an expression of the Christian life and faith.

As part of our growth model Resurgo-Spear works in partnership with the local church. Each of our Joint Venture centres are hosted by the local church and facilitated by a Spear Trust that has been birthed out of the church.

Together the Spear Trusts and Resurgo manage the Spear Coaches professional and pastoral progression. The Spear Trust employs their affiliated Spear Coaches and will liaise with them regarding the running of the centre. Resurgo will support the coaches with training, development and management.

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### Key Responsibilities

**a) Lead Coach on Spear Foundation**

The Centre Manager and Lead Coach will job share the role of Lead Coach in the training room which involves being responsible for the majority of coaching, behavioural management and session preparation.

**b) Trainee Recruitment**

To oversee and develop relationships with Job Centres and referral agencies and ensure that the maximum number of trainees are enrolled on each programme. This involves active face-to-face

recruitment, liaising with and developing relationships with youth referral agencies and monitoring trainee recruitment statistics.

**c) Spear Candidate Status Updates and Follow-Up**

Monitoring and maintaining records on Spear Candidate outcomes and reporting these to the Centre Manager as needed. Providing regular follow-up appointments for Spear Candidates after they have completed Spear Foundation.

**d) Continuous professional development**

Continually engaging in professional development as a Coach, including coaching as part of the wider Spear employers programmes internally and externally, and supporting the Head of Coaching with overall team training and development.

**e) Active participation in Resurgo's team and support for Resurgo's mission**

To help build and develop Resurgo's ethos and Christian life as a team member including leading and contributing to regular prayer meetings, at both Resurgo and the Partner Church, as an integral part of Resurgo's operation and for the success of its mission.

**f) Church Community Liaison**

To build a strong and committed network of supporters in the Partner Church community in order to help source employment, funding and volunteer opportunities for the charity alongside developing the engagement and backing of the church members. This will involve establishing a personal presence within the community, and may entail speaking at church Sundays, meetings and events and also providing information for church communications.

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## Person Specification

- Ability to personally represent the Christian values of Resurgo
- Heart for working with young people and commitment to transforming urban communities
- Dynamic and engaging Coach with excellent communication skills
- One years' experience in training and development design and delivery
- Enthusiasm for the practice and understanding of coaching and training techniques
- Effective interpersonal skills and high emotional intelligence
- Ability to lead others effectively
- Exercises initiative, highly self-motivated and a forward planner
- Excellent administration and organisational skills with an eye for detail
- Good time management skills with ability to prioritise workload
- Works well under pressure and meets deadlines
- Excellent telephone manner
- Microsoft Word, Outlook, Excel, Access and PowerPoint competent
- Accurate and efficient in typing and work methods

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## Working Requirements

- **Some roles will require the candidate to attend the local church**
  - Monday – Friday 9.30am - 5.30pm
  - Occasional evenings per term (for events such as Spear Celebration evening as well as fundraising events for both the affiliated Spear Trust and Resurgo).
  - Occasional staff development and training events
  - 25 days annual leave
  - Participating in the wider staff team at the Partner Church including taking an active part in staff and prayer meetings and key events
  - A DBS check will be requested in the event of a job offer
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