



# *Spear Centre Manager*

**spear**  
bristol



**a resurgo**  
partner

## Who are Resurgo?

**Resurgo means to 'rise up again'. We believe that everyone has a part to play in the transformation of society. If we each play our part, society will flourish.**

We use our expertise in coaching and impact management to equip and empower businesses, churches and individuals 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, Resurgo, 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 **Bristol**, Resurgo is partnering with **Christ Church Clifton**, which is part of the New Wine Network of churches.

Christ Church Clifton has a particular passion to reach students and young adults, and a dream to see Bristol overflowing with life. Find out more at: <https://ccweb.org.uk/>



## 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 and to launch a further 4 Spear centres – **we'd love you to join us on the journey of making real impact.**

***Are you a confident and outstanding coach with excellent leadership and organisational skills and a passion to work as part of the local church to transform communities?***

In partnership with Christ Church Clifton, we are now recruiting for a Centre Manager for our Spear Centre in Bristol – an outstanding opportunity to work as part of a team 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.

Apply by filling in our simple online application form: <https://resurgo.bamboohr.com/careers>

# Responsibilities

## Oversight of Spear Programme

- 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 donor relationship management

- Build and implement a strategy for developing relationships with local referral agencies to ensure recruitment of young people onto the Spear programme is effective.
- Build links with local businesses to create opportunities for volunteering, company visits and jobs for Spear completers.
- Assist the Spear Bristol Trustees in implementing their funding strategy by supporting with corporate relationships, and hosting local partners and donors on visits to the Training Room.

## Line management and training

- Manage and develop the Lead Coach and Graduate Coach, using a coaching approach to invest in their growth and development.
- Input into wider training streams, supporting the Senior Coaching team with overall team training and development for Spear coaches.

## Site management

- Liaise with relevant staff 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.

## Active participation in and support for partner church team and mission

- As the Spear programme is run in partnership with Christ Church Clifton, you will need to ensure you establish a strong personal presence at the church to develop the engagement and backing of church members, and help build a strong network of supporters for the Spear programme. As part of this you may be asked to speak at church/events, and contribute to prayer meetings as per Resurgo's Christian ethos and the mission of the church.
- Meet regularly with key members of the church to review and implement the partnership and church integration strategy, ensuring the Spear programme is a key missional feature of the work of the church.



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



An active Christian, passionate about personally representing the values of Resurgo and Christ Church Clifton.



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.



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



Strong leadership and management skills, highly self-motivated with strong initiative and the ability to translate ideas into practice.



An ambitious and self-motivated individual with the ability to prioritise workload, exercise initiative and work well under pressure.



An awareness of the safeguarding of children and vulnerable adults.

## Working for us

- Salary - £30,000
- Full-time - Monday to Friday, 9.30 – 5.30
- 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)
- A DBS check will be requested in the event of a job offer

As Spear Bristol is a key missional activity of Christ Church Clifton, with prayer and worship embedded into daily working practises, there is a Genuine Occupational Requirement for applicants to be practising Christians.

You will be expected to establish a personal presence within the community as your regular place of worship, and attending Christ Church Clifton services for key events such as Spear Sundays.

## Our coaching and feedback culture

**Coaching is part of our organisational fabric.** We are passionate about its power to bring about robust change, and so we use coaching techniques in everything we do - whether delivering our outward-facing initiatives, or internally as our standard approach to line management, meeting facilitation, giving and receiving impactful feedback, and recruitment. We think our coaching approach makes our work better, and our culture unique.

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 our staff 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 us 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**.



## Diversity and belonging

Resurgo is built on a passion for social justice and a desire to see transformation in all areas of society. This includes the areas of diversity and belonging within our own team.

We actively champion diversity, not for its own sake, but because we know differences in backgrounds, ways of thinking and opinions make us a stronger organisation, so we actively encourage applications from people from lower socio-economic backgrounds, of global majority heritage, and with disabilities, amongst other groups.

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, and we our employee networks (including for staff of global majority heritage) help create safe spaces of belonging, celebration, and empowerment.

We want to see our teams reflect the communities they serve but recognise that some applicants may face additional barriers in applying for roles with us. We're committed to doing all we can to remove these, and to creating a workplace where you can see yourself fitting in and progressing.

## Faith expressions

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. Prayer and worship are embedded into our daily working practises, and all staff are required to lead a team prayer meeting from time to time. As such, there is a Genuine Occupational Requirement for all Spear coaches to be practising Christians. We welcome applications from people of all denominations and expressions of Christianity, and as part of the interview process would seek to ensure Christ Church Clifton is somewhere you can see yourself belonging and thriving.

Resurgo and Spear Bristol are equal opportunities employers and do not discriminate on the basis of any characteristic, including those protected by the Equality Act 2010: for more information on this, please see our [Equal Opportunities and Diversity policy](#).



# The Spear Coaching 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**.

**You'll find Resurgo's coaching-based team behaviours (set out below) threaded through all we do:**



## 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.