

Spear Centre Manger



Employed by the PCC of Stockton Parish Church
Hours: Part Time: 29.6 hrs per week (4 days, Monday - Thursday)
Work Base: Stockton Parish Church
Terms: Permanent
Salary Scale: £27,088 - £31,691 (*full time equivalent*)
£21,607-£25,353 (*pro rata*)



Stockton Parish Church

Stockton Parish Church (SPC) is an Anglican Church in the Diocese of Durham located in the centre of Stockton on Tees. Using Church Urban Fund information, the parish is the 30th most deprived parish in the country.

SPC is a diverse worshipping community of around 200 people, a quarter of which are under 18's, the church thrives with a healthy culture of invitation.

There is currently one service each Sunday attended by around 100 people. SPC has an Evangelical Charismatic tradition.

Our mission at SPC is: *'for everyone to know who they are, whose they are, and the difference they are called to make in the world around them'*. We launched a 5 year vision in January 2022 to see our worshipping community grow to 500 people and to plant 3 churches.

As part of this vision, SPC is committed to the long-term transformation of Stockton, seeking the peace and prosperity of the town for generations to come. This is expressed through a number of initiatives and partnerships, including the development of the Spear Centre. Spear Stockton forms part of this wider strategy, supporting young people into work and education as a key contribution to the flourishing of the local community.

Further insight into the vision and strategy of SPC can be found in a [recent vision talk](#).

Purpose of the Post

Stockton Parish Church (SPC) is launching a new Spear Centre, Spear Stockton, in partnership with Spear. The centre will deliver the Spear Programme, supporting young people to overcome barriers to employment and step confidently into work or further education.

Spear Foundation is a 4-week initial phase of the programme, consisting of two group sessions and a 1:1 coaching session with each trainee per week. Through this, young people are supported to develop the skills, confidence and mindset needed to move into and sustain employment or further education.

The Spear Centre will be embedded within the life and mission of SPC, forming part of the church's wider vision to serve the town and see lives transformed. The Centre Manager will play a key role in establishing and leading the centre, ensuring the effective delivery of the programme while shaping a culture that reflects both Spear's approach and the vision and values of SPC.

The centre will consist of two posts, a Centre Manager and a Spear Coach. The Centre Manager will provide overall leadership of the centre, including line management of the Spear Coach, and will work closely with SPC staff and Spear National to ensure the centre is both operationally effective and fully integrated into the life of the church.

People & Teams

- The Spear Centre Manager will be directly responsible to the Vicar
- Spear will provide operational oversight and ongoing professional development of the role.
- The Spear Centre Manager is directly employed by SPC, meaning you are part of a vibrant church staff team and submerged in an exciting faith community.
- The Spear Centre Manager will participate fully in the life of the staff team, where prayer and worship are part of daily practice, and will support the wider activity of the church through shared duties and events.

Main Responsibilities

- Lead and oversee the delivery of the Spear Programme, including preparing and facilitating group sessions and 1:1 coaching with the Spear Coach, in order to equip young people for sustained work or education.
- Ensure the programme is delivered in line with agreed targets, and report KPIs on recruitment, retention and completion of Spear Trainees to Spear, as well as their ongoing progress and sustainment of work or education.
- Develop and maintain strong relationships with referral agencies and local partners, building an effective network to support recruitment onto the Spear Programme.
- Lead the integration of the Spear Programme into the life and mission of Stockton Parish Church, building strong relationships with key people and developing support across the congregation, and representing the work at church events and services.
- Manage the Spear Coach, using a coaching approach to invest in their growth and development.

- Oversee the practical set-up and day-to-day running of the centre, including training spaces and IT, and ensure high standards of compliance with safeguarding, health and safety, data protection and other SPC policies and procedures.

This list of responsibilities is not intended to be exhaustive and is subject to review in consultation with the Vicar and Operations Manager. The postholder will be expected to undertake any other duties as reasonably required by their line manager or the Vicar.

Training

Both the Spear Centre Manager and Spear Coach will receive comprehensive training in the delivery of the Spear Programme prior to the launch of the centre.

The Spear Centre Manager will also receive induction into the systems, processes and ways of working at Stockton Parish Church. The postholder will be expected to complete relevant training, including First Aid, Food Hygiene and Safeguarding, as appropriate to the role.

Person Profile

Please note, this post has an Occupational Requirement for the post holder to be a practicing Christian, in support of the statement of beliefs of Stockton Parish church in accordance with Schedule 9 of the Equality Act 2010.

CRITERIA	ESSENTIAL	DISIRABLE
Qualifications	Educated to A level standard (or equivalent experience).	A first aid qualification (or willing to be trained)
Personal Attributes / Character:	<p>Passionate and committed to the vision, values, and purpose of SPC and Spear.</p> <p>Self aware and teachable with the ability to accept feedback and change working practices as a result.</p>	<p>Sense of calling into this role.</p> <p>A desire to grow and learn spiritually as a Christian leader and a commitment to pursuing excellence in their work and development.</p> <p>Passion for social justice, especially supporting young people in employment or education</p>

CRITERIA	ESSENTIAL	DISIRABLE
Experience	<p>Experience in leading, motivating and developing others, including line management or informal leadership experience.</p> <p>Experience of managing a varied workload independently, using initiative to solve problems and prioritise effectively.</p>	<p>Experience launching new initiatives, working under pressure and translating ideas into practice with creativity.</p> <p>Experience delivering group and 1-1 coaching and training.</p> <p>Experience of partnership working or building referral networks.</p>
Knowledge and Skills	<p>Strong organisational skills, with the ability to manage workload, prioritise effectively and deliver outcomes against targets.</p> <p>Strong communication including written and verbal communication.</p> <p>Friendly, with the ability to build positive relationships and relate well to young people from a range of backgrounds.</p>	<p>Understanding of the local context in Stockton-on-Tees and the challenges facing young people.</p> <p>A good understanding of safeguarding.</p>

Additional Details

- The personal, spiritual growth and renewal of the post holder is important to the church and we will support this, including facilitating their attendance at conferences, retreats and training events (SPC typically attends New Wine) that will deepen their discipleship.
- Typical working hours are between 9-5pm, with occasional evening work for events such as our Spear Celebrations.
- The majority of hours for this role will be on site at SPC, however there will be expectation to attend training and ongoing professional development at locations across the UK with expenses paid.
- The post includes 25 days holiday plus bank holidays - pro rata.
- 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 4-week programmes in autumn, spring, and summer), we expect annual leave to be taken between, rather than during terms.
- The Church operates a pension scheme with auto-enrolment (subject to the conditions of the scheme).

- Further information about the Spear Programme and the wider work of Spear can be found in the Spear 'Work With Us' pack.

Recruitment Process

- This role involves regular and direct work with young people aged 16–24. Stockton Parish Church is committed to the safeguarding of children, young people and vulnerable adults. This role is subject to Safer Recruitment including an enhanced DBS check and check against the Barred List. All appointments are subject to references.
- Application Deadline: 28th April 2026
- Informal Call
- Assessment and Interview Day: 5th May 2026
- We are committed to an inclusive and accessible workplace and recruitment process. Please let us know if you require any adjustments at any stage of the recruitment process on return of your application.

Please note: you must have permission to work in the UK to apply for this post.