

Church Partnerships Manager

About Spear

We launched the award-winning Spear Programme over 20 years ago, and there are now 18 Spear Centres across the country, equipping unemployed 16–24-year-olds facing barriers to employment with the skills and mindset they need to secure work and thrive in the workplace.

Spear operates a joint venture model with churches across the UK to run our Spear Centres. Some Centres operate in collaboration with independent charitable trusts, while others are run directly with the local church (both referred to below as 'Spear Church Partners' or 'Church Partners').

About the role

We're looking for a new Church Partnerships Manager to join us for this northern based role, with travel across the region.

This is an exciting opportunity to play a key role in driving national growth by developing and nurturing partnerships with churches across the North of England. You will be at the forefront of developing new relationships with potential early-stage partners, inspiring churches to engage with our mission, and supporting them through the pipeline, and helping to establish a diverse and thriving network of church partnerships.

We are looking for a confident relationship-builder who can engage and influence a wide range of stakeholders, particularly church leaders, and who is comfortable working in a dynamic and evolving environment.

Role Responsibilities

Early-stage Church Partnership Development

- Build and develop relationships with potential partner churches with the aim of helping them to progress up the pipeline
- Work closely with the wider team to innovate new ways of working and test the effectiveness of different approaches to partnership development
- Draw on your own networks and those across the wider Spear team to further our national growth strategy

Partnership Development Strategy for National Growth

- Work closely with the Head of Church Partnerships to develop and test the strategy for growth in the North
- Ensure effective delivery of strategy, with a focus on growing our work in unserved and developing regions of the north of England and building a diverse range of church partners
- Use Salesforce (CRM) to track and review our activity, to help the team determine our longer-term strategy for growth



- Input into the design and running of the Northern Spear Conference and any other relevant future events, as part of our engagement strategy for existing and potential church partners

Internal & External Communication

- Build and execute a strategy for communicating with new church partners i.e. newsletter, online portal
- Envision the wider Spear team for our national growth strategy and when relevant, develop an internal comms plan for getting team actively involved (introductions to churches, utilising networks etc)

Active participation in Spear's team and support for Spear's mission

- Help build and develop Spear's ethos and Christian life - including leading and contributing to daily collective and personal prayer meetings which are an integral part of Spear's operation

Person Specification

- A practising Christian, passionate about personally representing the values and beliefs of Spear, and our mission to equip and support young people facing barriers to employment
- Strong leadership ability with the confidence to make effective decisions
- Outstanding people skills and emotional intelligence, capable of quickly winning trust and confidence, as well as network, influence and negotiate with church leaders and a range of audiences, internally and externally
- An understanding of the needs and workings of churches and their leaders, and the ability to innovate, build our growth strategy and generate new partnerships
- An excellent communicator (both written and verbal)
- Excellent initiative and a self-starter, with the ability to operate flexibly in a changing and dynamic environment and in response to the support needs of each partner
- Strong organisational skills including the ability to establish appropriate processes and structures and to manage multiple priorities to meet targets and deadlines
- Strong quantitative skills including ability to work with and interpret impact data, fundraising pipelines and basic financial information
- Microsoft Word, Outlook, Excel and PowerPoint competent and experience of/ability to use databases

Key information:

- Salary: £37,000
- Location: Regional travel in the North, Hybrid
- Full-time, 12-14month Fixed Term Contract, with the possibility of extension
- 28 days annual leave (including Christmas gift days) plus bank holidays (pro rata)
- Regular staff prayer meetings, conferences and retreats (one residential)

Our working hours are 9:30am - 5:30pm, with occasional evening work for events such as our Spear Celebrations. We value a culture of excellence, authenticity, and fun.

We are an office-based organisation, working face-to-face with the trainees and value the collaboration and opportunities to work creatively and build community that this offers us.



SPEAR