



Church Partnerships Manager

2024
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to Work 2024**

resurgo

Welcome! We're so glad you're interested in joining our team.

Who are we?

Resurgo means 'to rise up again'

We believe everyone has a part to play in the transformation of society, and if we each rise up to play our part, society will flourish.

We use our expertise in coaching and impact management to inspire and equip organisations to play a part in transforming society. We work with them to shape a strong internal culture, to deepen their external impact, and to help unemployed individuals into sustainable work.

Our work

The **Spear Programme** equips 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. It's currently run in partnership with 13 churches throughout the UK, with more launching later this year and ambitious plans to expand further.

Our **corporate and impact coaching** delivers group and 1-1 coaching for a range of organisations, helping them to work together more effectively and create social change.

Our impact

Since its inception, the award-winning Spear Programme has worked with more than **10,000** 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.

In 2022, we worked with 463 individuals across 52 clients through our corporate and impact coaching, including **HSBC** and **Edelman** and non-profits such as Impetus, Youth Endowment Fund and Generation UK.

Key Responsibilities

We're looking for an exemplary relationship and people manager (with strong coaching skills) to equip and support churches in the North (including Leeds, Preston and other northern cities) to deliver the Spear programme in their local community.

Support and Equip Church Partners

- Work with the wider Church Partnerships Team to meet key strategic goals to build social transformation across the church in the UK
- Manage working relationships with a caseload of partner churches to ensure programme delivery flourishes, that the church has ongoing support and feels connected to Resurgo, and has a vision for and feels ownership of the Spear programme in their community.
- Liaise with church partners regarding any challenges they're facing, providing strategic support and connecting them to the wider Resurgo team for further assistance around key challenges.

Line Management, Team Training and Development of Spear Centre staff

- Support with the recruitment and induction of new Spear coaches, and manage Spear Centre Managers through regular 1-1s and helping them troubleshoot challenges
- Performance management of the Spear centres run in partnership with your caseload of churches through regular reviews, informal and structured feedback, session observations and reporting on KPIs
- Work with the Impact team to identify training needs, then design and run training initiatives to meet these needs, including all-team training days, role-specific training streams, and volunteer training

Curriculum Development

- Ongoing development of programme curriculum through continuous review and engaging with wider national policy around youth unemployment, to ensure we are at the cutting edge within the sector





Personal qualities we're looking for...



An active Christian, passionate about personally representing the values and beliefs of Resurgo, and our mission to equip and support organisations to play a meaningful part in the repair of our social fabric.



Excellent all-round coaching ability, with 3 years of relevant coaching experience, including strong group facilitation and 1-1 coaching skills



Excellent time management, organisation skills and initiative, with the ability to balance a range of varied tasks and prioritise accordingly



3 years experience of line management and holding responsibility for others' professional development and wellbeing



Effective interpersonal and communication skills, with the ability to relate confidently to a range of audiences, internally and externally, including demonstrable experience managing partnerships with churches as well as corporates



High emotional intelligence, a desire to work as part of a close-knit team, and a sense of fun

Working for us

- **Salary: from £30,000 dependent on experience**
- Full time, Monday – Friday 9.30 – 5.30, with occasional evening work for events such as our Spear Celebrations and annual fundraising party.
- 28 days annual leave (including Christmas Gift Days) plus bank holidays
- Excellent staff development and training opportunities, including our 5-day Coaching for Leadership programme (worth £3,000)
- Excellent Health Insurance plan, including gym discounts and other perks
- Regular staff prayer meetings, conferences and retreats (one residential)

We are an office-based organisation, and value the collaboration and opportunities to work creatively, have fun together, and build community that this offers us.

However, this is a regional role so will be home based with approx. fortnightly travel to the office (cost covered), and regular travel to our Centres in Leeds, Preston and other northern cities.

Our coaching and feedback culture

Coaching is part of our organisational fabric. We're 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.

All our staff receive extensive and ongoing training in coaching techniques, delivered by our team of highly experienced Master and Professional Certified Coaches, and we offer our professional coaches the opportunity to gain ICF accreditation with us, as well as ongoing training at an advanced level, so we're confident that our coaches are sector leaders. 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 in 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.

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.

We want to see our teams reflect the communities they serve but recognise that some underrepresented 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 our team to be practising Christians – our team share a belief in a triune God and we welcome applications from people of all denominations and expressions of Christianity.

Beyond this, Resurgo is an equal opportunities employer and we 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](#).



What it's like working for us

You'll find our team behaviours (set out below) threaded through all we do, but don't just take our word for it!



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.



I love Resurgo's culture - full of excellence with this perfect marriage of fun. It empowers us to release potential not just in our teams but with every individual we come into contact with.



"Society today is facing huge challenges, so to be part of an organisation that believes in delivering lasting social change is inspiring"



Apply via our online portal:

<https://resurgo.bamboohr.com/jobs/> or email us for a paper version of our application form.

Deadline for applications: 28th June

Questions?

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