



Development Coach

2024
THE SUNDAY TIMES
**Best Places
to Work 2024**



resurgo

Who are Resurgo?

Resurgo means 'to rise up again'

We use our expertise in coaching and impact management to inspire and equip organisations 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, 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.

Resurgo partner with churches across the UK to deliver the Spear Programme.



The impact

Since its inception, the 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.

This year we are hoping to work with over 1000 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 an experienced coach who loves developing others and investing in their potential?

Are you passionate about the vision of the church to transform communities? If so, this is the opportunity for you.

We're looking for a new Development Coach to join us for this London-based role, with travel across the UK to support regional centres as needed.

This is an exciting opportunity to travel across the UK, working directly with 16–24-year-olds facing challenging barriers to finding work, equipping them with the confidence, mindset and skills they need to move into sustainable employment.

Responsibilities

Delivery of Spear Programme

- As a coach you will support Spear centres in London and across the UK by preparing and coaching Spear Foundation group sessions and 1-1s, ensuring that young people are engaged, retained and work-ready by the end of this initial phase of the programme.
- Quickly building relationships with young people on the programme and managing culture and attitudes in the training room.
- Adapting the Spear coaching material according to the needs of the Trainees and managing behaviour effectively.
- You will be required to travel outside of London and potentially stay for a period of time at the centre. All business expenses will be covered during the working week.

Spear Centre Support

- You will form part of a central support team that enables Spear Centres to deliver high quality, high impact sessions to young people when one of their team is sick or the centre is short-staffed.
- You will be placed where the support is needed most, working peripatetically across centres. This could look like 2 months based in one centre or various weeks working across different centres both in London and across the UK.

Trainee recruitment

- Supporting Spear Centres to ensure that the maximum number of Spear Trainees are enrolled on each programme, through active face-to-face recruitment.

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

- Help build and develop Resurgo's ethos and Christian life as a team member including leading and contributing to daily team prayer meetings as an integral part of Resurgo's operation and for the success of its mission.



Personal qualities we're looking for...



A practising Christian who is passionate about personally representing the Christian values of Resurgo and committed to Resurgo's mission to transform urban communities.



You have demonstrable experience as a coach, or a background in youth work or teaching, and are keen to develop these skills further.



You have a heart for young people and releasing their potential, no matter what challenging circumstances they are facing.



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



Exercises initiative, highly self-motivated, flexible and a forward planner



Good administrative and organisational skills, working well under pressure with the ability to prioritise workload

Working for us

- **Salary: from £27,500**
- Part-time, Permanent, Monday to Friday,
- 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
- 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 6-week programmes in autumn, spring and summer), we expect annual leave to be taken between rather than during terms.

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.

Our coaching and feedback 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**.



Questions?

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