

Development Coach

About the role

As Spear expands its reach, we are looking for a Development Coach who will focus on two things: equipping young people facing barriers to employment with the confidence, mindset and skills to move into sustainable work, and developing the coaches around you to do the same.

To do this, you will work across Spear Centres throughout the UK - delivering coaching sessions directly with 16–24-year-olds as well as supporting and upskilling Spear Centre teams.

You'll move between Centres depending on where support is needed. Your location will be taken into consideration in the planning.

Role Responsibilities

Spear Centre Support

- You will form part of a central support team that enables Spear Centres to deliver sessions to young people when a coach is absent or in training

Delivery of Spear Programme

- As a coach you will support Spear coaches to prepare and coach 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 build relationships with young people on the programme and manage behaviour and attitudes in the training room
- Adapt the Spear coaching material according to the needs of the Trainees and manage challenging behaviour effectively

Quality and Development

- Depending on experience, there will be opportunities to feed into the wider Quality and Development of the Spear Programme including running training

Trainee Recruitment

- Support 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 Spear's team and mission

- Help build and develop Spear's ethos and Christian life including leading and contributing to daily team prayer meetings as 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
- Demonstrable experience as a coach, or a background in youth work or teaching, and are keen to develop these skills further
- 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, and prioritises workload effectively
- Works well under pressure with the ability to exercise initiative

Key information:

- Salary: from £27,000 - £32,000 (dependent on location)
- Contract: Part-time or Full-time, 12-14 month Fixed Term Contract, with the possibility of extension; Term time only contracts would be considered
- Location: We're looking for multiple roles to cover the UK. We welcome applications from across the UK and will discuss which regions you'd be able to practically travel to during the interview process. Applicants happy to travel to centres in North-West or North-East of England, or both, are particularly encouraged
- 28 days annual leave (including Christmas gift days) plus bank holidays (pro rata)
- Regular staff prayer meetings, conferences and retreats (one residential)
- Due to the term-based nature of the programme, we expect annual leave to mostly 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.