



Director of Strategy (maternity cover)



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

Who are we?

Resurgo means 'to rise up again'

Our vision is for a society where everyone works together to strengthen and renew its fabric. 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.

Resurgo is in a time of significant growth. We have bold ambitions to grow our employability programmes nationally, and a renewed focus on our consultancy arm to inspire and equip organisations to identify and deliver meaningful social purpose.

Our work

Our award-winning **Spear Programme**, run in partnership with local churches, 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. We're proud that it's recently been recognised as the most effective programme for young people who are not in education, employment or training in the UK.

Our **culture and impact coaching** delivers world-class coaching for a range of organisations including corporate, non-profit and public sectors, and our growing **Social Impact Consultancy** helps organisations reach clarity, agreement and a sense of purpose for their unique social mission.

Our impact

Since its inception, the Spear Programme has worked with more than **9,000** 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 culture and impact coaching, including **HSBC Life** and **Edelman** and non-profits such as Impetus, Youth Endowment Fund and Generation UK.



Background

We are in an exciting time as an organisation, having just celebrated our 20th anniversary, and appointed a new Chief Executive Officer. With strong foundations built, we continue to challenge ourselves to grow and improve, in recent years developing a lighter touch version of the award-winning Spear Programme to enable us to partner with more churches, to support more young people across the UK. National growth is a key strategic goal in the coming years.

We have also crystallised our mission with a refined focus on coaching, impact and change, and have bold ambitions to help churches and businesses to catalyse change in their own communities through our growing social impact consulting work, which we are continuing to build and develop for scale.

With our Director of Strategy on maternity leave for the second half of 2024, we are looking for a capable and creative individual to join the leadership of Resurgo, with oversight of strategy development and implementation, finance and governance. As a strong leader and people manager with experience across strategy and finance, you will have an ability to lead projects with multiple complex priorities through to completion, be a confident decision maker and communicator, and be passionate about social transformation.

Reporting to the Chief Executive, the Director of Strategy and Finance provides oversight of the implementation of organisational strategy, supporting colleagues with infrastructure to reach ambitious targets in this time of growth.

Key Responsibilities

Strategy Development and Implementation

- Leading the organisation through the iterative development and implementation of strategic projects to serve the ambition of Resurgo to “inspire and equip organisations to deliver ambitious and sustainable social change”
- Provide direction and support to Heads of Department, setting them up to succeed in the implementation of ambitious plans
- Line management of the Strategy Manager, who project manages and drives the delivery of annual departmental targets and strategic projects across the organisation.

Finance

- Line management of Head of Finance, providing strategic leadership in the development of the finance function and oversight of organisational financial management.
- Lead the annual planning process, working with the Head of Finance and Director of People, Culture & Operations to shape and deliver annual financial planning.



Key Responsibilities (cont'd)

Oversight of Governance, Risk and Opportunity

- Executive Chair of the Strategy, Finance and Risk steering group, owning the most significant risks and opportunities facing Resurgo at an organisational level, ensuring actions are taken to mitigate risks and that we are set up to maximise opportunity
- Responsible for overseeing governance structures and ensuring they are fit for purpose as the organisation develops and grows
- Supporting the Executive Assistant to the CEO in the facilitation of the effective running of the Boards of Resurgo Trust and Resurgo Consulting, including planning and overseeing Board and key Steering Group meetings.

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...



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



Strong strategic thinking and business and financial acumen - experience in a management consulting or financial management role is essential



Self-motivated forward planner with the ability to navigate complex fast-moving environments, adapt to changing circumstances, and exercise initiative, with a track record of driving growth and achieving results



Financially literate, with experience overseeing strategic financial processes, e.g., budgeting, financial management and resource allocation.



Good IT skills with a working knowledge of Salesforce and Microsoft Word, Excel, Outlook and PowerPoint. An awareness of charity regulatory and compliance requirements is beneficial.



Strong proven leadership skills and the ability to relate confidently to a range of audiences.



Relational team player with high emotional intelligence, a sense of humour and fun, and the ability to inspire and motivate diverse teams.

Working for us

- **Salary: from £65,000**, flexible dependent on experience
- 6 - 12 month fixed term contract
- **5 days per week (4 considered), 9.30 – 5.30**, with occasional evening work for events such as our Spear Celebrations.
- 28 days annual leave plus bank holidays
- Excellent staff development and training opportunities, including our 5-day Coaching for Leadership programme (worth £3,000)
- Regular staff prayer meetings, conferences and retreats (one residential)
- Employee Assistance Programme (a confidential support service) and the option to take advantage of Give as you Earn (GAYE) and Cycle to Work schemes.

We have a **flexible working policy** and encourage a good work life balance, alongside our culture of excellence, authenticity, and fun.

We are an **office-based organisation** and value the collaboration and opportunities to work creatively and build community that this offers us. Most of the team have the ability to **work from home** 1 – 2 days a week, depending on role, to allow focus and flexibility.

Our coaching and feedback culture

Coaching is part of our organisational fabric. 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. 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. Our professional coaches gain ICF accreditation with us, and we're proud that the ICF has 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 expression

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 we believe it is core to our mission. The spiritual leadership our Senior Leadership team bring is key to this.

Prayer and worship are embedded in our daily working practises, and all staff are required to lead a team prayer meeting from time to time, meaning there is a Genuine Occupational Requirement for all 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 do not discriminate on the basis of any characteristic, including those protected by the Equality Act 2010: for more information, 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: 3rd May 2024

Process:

1st interview: w/c 6th May 2024

2nd interview: TBC

Questions?

recruitment@resurgo.org.uk

www.resurgo.org.uk | 020 3475 0431



Resurgo Trust
3rd Floor, Colet Court
100 Hammersmith Road
London, W6 7JP