



Employer Partnerships Executive



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



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 17 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 **10,500** 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.

Responsibilities

We're looking for a new Employment Partnerships Executive to join us for this London-based role. This is an exciting opportunity for someone to help us deliver our high-impact employment outcomes and support even more young people into work or further education.

Equipping and Supporting Spear Centres

- Spend time in Spear Centres to build a presence and trust with the Spear coaches, in order to provide better employment support for trainees.
- Provide additional support to Spear Centres outside of London as they develop their own employer network and local employment events.
- Serving as a liaison between Resurgo, the employer and Spear centres in collecting and sharing job descriptions, trainee CVs, interview feedback and handover documents for successful hires.

Account Management and Administration

- Conduct due diligence checks on potential employers.
- Sustain links with corporates, employers and charities in order to generate employment opportunities for young people.
- Research and compile the weekly employment email with current vacancies and opportunities (which includes all new Spear Streamlined centres) and contribute 'Job of the Week' to the weekly Spear Bulletin.
- Manage bespoke recruitment processes and logistics.
- Monthly reporting for national employer partners.
- Attend select online and in-person youth employment events on behalf of Resurgo and the Spear Programme.
- Support the wider Corporate and Employer Partnerships team in administrative tasks.

Support the Coordination of Employer Events

- Help to deliver central (London-based) Hire Me events with mass employment opportunities.
- Equip Spear Centres to run their own local employment activities/events, including effective review processes after the events.
- Track success of central and local events and the impact on education, employment and training (EET) statistics.
- Work with the Employer Partnerships Manager to develop and coordinate employer-related events, such as Coffee and Connect, or organise site visits for employers to a Spear training room or an insight session with a Spear coach.

Spear Alumni Network Coordinator

- Develop and run an alumni network/platform for Spear completers, keeping them updated with further job opportunities and creating a continued sense of community.
- Work with the Resurgo Church Partnerships team to build a pipeline into the Spear Ambassadors group, giving Spear completers a voice in the continuous development of the Spear Programme and encouraging Spear completers to invite those they know to join Spear.
- With the Comms team, identify opportunities for Spear completers to become Brand Ambassadors who promote our work, ensuring success stories are celebrated and feeding into funding applications and reports.



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.



Passionate about supporting young people who face barriers to achieve sustainable employment.



An excellent communicator with strong relational skills and the ability to develop a rapport with and positively influence a range of audiences.



Attention to detail, with the ability to complete administrative tasks to a high standard. Self-motivated forward planner who exercises initiative, with the ability to prioritise workload, including working well under pressure.



Experience in recruitment or HR is desirable.



Good IT skills, with a working knowledge of Microsoft Word, Excel, Outlook, and PowerPoint (Salesforce desired, but training will be provided, if needed).

Working for us

- Salary: from £28,000
- Office-based in Hammersmith, London
- Full-Time, Permanent
- Monday – Friday, 09.30am – 05.30pm, with occasional evening work for events such as our Spear Celebrations
- 28 days annual leave (including Christmas Gift Days) plus bank holidays
- Excellent staff development and training opportunities, including our 5-day Coaching for Leadership (valued at £3,000)
- Regular staff prayer meetings, conferences and retreats (one residential)
- Excellent Health Insurance Benefits

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. Core team office days are Tuesday and Wednesday with flexibility on other weekdays.

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**.



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"



Questions?

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