

Spear Coach - Hastings

About Spear Hastings

In **Hastings**, Spear is partnering with **Holy Trinity Hastings Church** – Spear Hastings will be a key part of HTH Church's mission to change the culture of the town by bringing hope to unemployed young people. In joining the Spear Hastings team, you will be part of the social outreach programme at HTH – the 'Beating Heart of Hastings'.

You would be employed and working from Holy Trinity Hastings (HTH church), where Spear Hastings is a key missional activity. Prayer and worship are embedded into daily working practices, so there is an Occupational Requirement for applicants to be practicing Christians.

You are welcome to reach out to the Spear recruitment team to discuss this further before applying.

Role Responsibilities

Spear Programme

- Lead group sessions of around 10 young people, using coaching skills to transform attitudes to their own ability and the workplace, and to raise their awareness and maximise potential in stepping into the world of work.
- Prepare and deliver coaching sessions on a weekly basis and find creative ways of developing ongoing relationships with Spear trainees. This includes running application workshops with past trainees as well as maintaining records and reporting on statistics.

Relationship Management

- Build and manage relationships with a variety of stakeholders, including referrers, local businesses and other organisations.
- You will support with job fairs, mock interview days and welcoming external visitors to the centre.

Church Community

- Spear Hastings is run in partnership with HTH Church, meaning you will be a member of the church and work alongside a vibrant church staff team and have the support of the church in the running of the programme.
- You will be required to establish a personal presence within the community, and build a strong and committed network of supporters in the partner church.

Person Specification

- An active Christian, able to personally represent the values of Spear and HTH Church, and a commitment to grow and learn spiritually and as a Christian leader.
- A confidence in group facilitation, and a desire to learn and understand coaching techniques.

- Passion for social justice and for working as part of the church to transform communities, especially supporting young people in employment or education.
- An ambitious and self-motivated individual with the ability to exercise initiative, prioritise workload and work well under pressure.
- Excellent communication and interpersonal skills.
- High emotional intelligence, and a sense of humour and fun!

Key Information:

- Salary: £26,000 FTE
- Part-time, 4 days a week - Monday to Thursday
- 25 days annual leave plus bank holidays
- 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 4-week programmes in autumn, spring and summer), we expect annual leave to be taken between, rather than during terms

Our working hours are 9:00am - 5:00pm, 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.