



Head of Partnerships Development (maternity cover)

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

**resurgo**

# 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 15 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 **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 corporate and impact coaching, including **HSBC** and **Edelman** and non-profits such as Impetus, Youth Endowment Fund and Generation UK.

# Responsibilities

## National Growth Strategy

- Develop strategy for national growth and ensure effective delivery of strategy, with a focus on growing our work in unserved and developing regions of the UK and building a diverse range of church partners
- Engage with thinking around the intersection between social impact, employability and the church to ensure we are at the cutting edge within the sector, developing an understanding of local needs and challenges and how Resurgo can best inspire and equip partners to catalyse sustainable and impactful social change.
- Work with wider leadership team to understand and fine tune barriers to growth, including considering recruitment and operations support needed by partner churches, and funding avenues and the operation of the seed fund, which provides start-up funding to churches in the early years of launching a Spear centre.

## Partnerships building and Pipeline development

- Identify, build and develop relationships with potential partners through networking at Christian conferences and running our own events, identifying and introducing our work to key networks, and offering relevant coaching sessions as a means for churches to understand Resurgo's coaching, employability and impact management.
- Introduce potential and existing partner churches to the Spear programme as a means of creating sustainable social impact in their community, particularly with young people, and provide opportunities for them to engage with the programme with a view to considering launching a centre in their own community where this is a good fit.
- Build a pipeline of potential Spear partners, and steward these relationships from the point of introduction, through to confirmation of programme launch, reporting to the Senior Leadership team against monthly KPIs and annual growth targets.
- Work closely with the Impact team and Director of External Relations to consider the 'client' journey of a church from point of initial interest to uptake of one of our programmes

## New Centre Set-up

- Oversee a team who project manage the launch of new Spear centres in partnership with local churches, including overseeing all practical and operational aspects of the centre setup, recruiting new coaches, and ensuring required policies and systems are in place.



## 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



Outstanding leadership ability with the confidence to make effective decisions; flexibility to pivot and change direction when needed and to bring partners and team on the journey



Excellent people and networking skills; emotional intelligence, capable of quickly winning the trust and confidence of, as well as to network and influence church leaders and a range of audiences, internally and externally



A minimum of 5 years' demonstrable experience in a church partnerships or business development role



Strong initiative and organisational skills including the ability to establish appropriate processes and structures and to manage multiple priorities to meet targets and deadlines



Strong quantitative skills including ability to work with and interpret data and basic financial information

## Working for us

- Salary: from £50,000 dependent on experience
- Contract: 12 – 18 months fixed term
- Full-time, Monday – Friday 9.30 – 5.30 with occasional evening work for events such as our Spear Celebrations (4 days per week considered)
- 28 days annual leave plus bank holidays, (including Christmas 'gift days')
- 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)
- Excellent Health Insurance plan, including gym discounts and other perks

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.** 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"



## Apply via our online portal:

<https://resurgo.bamboohr.com/jobs/> or email us for a paper version of our application form.

**Deadline for applications:** 23<sup>rd</sup> June 2024

**Process:** 1<sup>st</sup> interview: w/c 1<sup>st</sup> July

2<sup>nd</sup> interview: date TBC.

## Questions?

[recruitment@resurgo.org.uk](mailto:recruitment@resurgo.org.uk)

[www.resurgo.org.uk](http://www.resurgo.org.uk) | 020 3475 0431



Resurgo Trust  
3<sup>rd</sup> Floor, Colet Court  
100 Hammersmith Road  
London, W6 7JP