

Assistant Coach – Islington

About Spear Islington

Spear is working in partnership with Hope Church Islington to deliver the Spear Programme in Islington!

The church's vision is to bring hope, light, and life to the community of Islington, including in, bringing healing and wholeness to the people of their parish, supporting the vulnerable, oppressed and voiceless in their midst, and providing safe and inclusive spaces for the diverse community that they are a part of.

The Spear Programme is delivered in Spear Islington which offers young people professionally recognised coaching, for free, to support them into sustainable work or education. They leave Spear equipped to thrive in work and life.

Role Responsibilities

Group coaching

- Support in group coaching sessions of up to 15 young people. Coaching them around skills and mindsets to support them in returning to work or education, and equipping them with the skills to stay there.
- You'll be given all the training needed to deliver Spear through our professional coaching methodology.
- This coaching continues for Spear Career – the 12 months worth of follow-up support. You will oversee a caseload of trainees and support them in work beyond the initial Foundation Phase of the programme.

1:1 coaching

- Lead weekly 1:1s with a cohort of young people to monitor their progress and support them in their journey to employment.
- As part of this you will help trainees evaluate their progress and determine their work readiness throughout the programme – coaching them through challenges, creating moments of breakthrough and setting goals.

External relationship building

- You'll build relationships with relevant professionals at local organisations, and communicate directly with young people, to encourage referrals to the Spear programme.
- You will support with job fairs, mock interview days and welcoming external visitors to the centre.

Person Specification

- An active Christian, dedicated to representing the values and ethos of Spear and Hope Church Islington.

- A commitment to grow and learn spiritually and as a Christian leader, and a desire to learn and understand coaching techniques.
- Passion for social justice, especially supporting young people into employment or education.
- High emotional intelligence, a sense of humour and fun!
- Confident communication and interpersonal skills, both over telephone and face to face.
- An ambitious and self-motivated individual with the ability to prioritise workload, exercise initiative and work well under pressure.

Key Information:

- Salary: from £27,000
- Full-time, Permanent - Monday to Friday
- 25 days annual leave (including Christmas gift days) plus bank holidays
- Benefits include: 5 weeks holiday a year and Vitality Health Insurance
- 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 6-week programmes in autumn, spring and summer), we expect annual leave to 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. 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.

www.spear.org.uk