

# Centre Manager - Islington

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## 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.

Spear is a dynamic, growing youth employment charity that coaches young people to overcome barriers and thrive in work and life.

## Role Responsibilities

### Strategy, vision and impact

- Be at the forefront of leading our 'big picture' vision of a transformed society, empowering churches to transform young lives
- Build and implement a strategy for developing relationships with local referral agencies to ensure effective recruitment of young people onto the Spear programme
- Oversee the reporting of the Centre outcomes and ensure the Spear Programme is delivered in line with agreed targets

### Leadership, line management and training

- Lead your team with confidence; spurring them on our mission; invest in a team culture of excellence, belonging and fun
- Manage and develop the Lead Coach and Assistant Coach, using a coaching approach to invest in their growth and development. This includes weekly 1:1s, performance reviews and regular feedback
- Equip your team to drive change through a data informed approach, and keep them accountable to agreed targets for the Spear Programme

### Relationship management

- Manage great relationships with a variety of stakeholders, including referrers, local businesses, donors, and your Board of Trustees
- Embed into your local church; working closely with your Spear Trustees and congregation, and actively participating in their mission and events
- Partner with the Spear Trustees and assist in implementing their funding strategy by helping to build corporate and donor relationships. For example, by hosting prospective donors in the Training Room

### Delivery of the Spear Programme

- Support group and 1-1 coaching with numerous 16-24-year-olds: equipping them with practical work-ready skills and resilient mindsets

- Provide guidance to the Lead Coach in the training room when dealing with behavioural and safeguarding situations and upskill coaches with consistent coaching feedback
- Use a coaching approach to engage young people in challenging conversations that will enable them to take responsibility and overcome significant barriers to employment

### **Operations**

- Liaise with relevant staff regarding site operations and work to resolve any issues as soon as possible, ensuring the office and training room are safe and tidy working spaces in line with health and safety policies

### **Person Specification**

- You are an active Christian, passionate about your work being a lived expression of your faith
- You want to help others reach their full potential, and enable young people to overcome significant barriers to employment
- You have demonstrable experience in coaching, teaching or training and development, as well as being keen to develop these skills further
- You are an experienced and mature leader/line manager, or have great leadership potential, and are eager to bring out the best in your team
- You are confident building relationships with a variety of stakeholders, with effective written and verbal communication skills
- You are looking for a varied, hands-on role, where you won't be tied to a desk

### **Key Information:**

- Salary: from £34,000
- Full-time, Permanent - Monday to Friday
- 25 days annual leave (including Christmas gift days) 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 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](http://www.spear.org.uk)