Assistant Coach - Kennington

About Spear Kennington

Spear is partnering with St Mark's Church, to deliver the Spear Programme in Kennington.

The Spear Programme is delivered in Spear Kennington 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.

About the role

We're looking for a passionate, people-focused and self-motivated individual who is driven by social justice and wants to see young people facing barriers to employment thrive. Joining Spear's coaching team, you will play a key role in delivering our programme, supporting group coaching sessions of up to 15 young people and weekly 1:1s that equip them with the skills and mindsets to return to work or education, and to stay there. You'll walk alongside trainees through our 12-month Spear Career follow-up support, and build relationships with local organisations to bring more young people onto the programme.

This role is ideal for someone with high emotional intelligence, confident communication skills and a great sense of humour, who enjoys coaching people through challenges, creating moments of breakthrough and celebrating progress. You'll receive full training in our professional coaching methodology, so it's a brilliant opportunity for someone eager to learn and grow as a coach and leader.

Role Responsibilities

Group coaching

- Support 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 St Mark's Church.
- 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
- 28 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