

Lead Coach – Spear Leeds

About Spear Leeds

Spear is working in partnership with Bridge Community Church to deliver the Spear Programme in Leeds!

At Bridge Community Church, their heart is to work in partnerships wherever and whenever they can. They partner with organisations including Spear to see their goals and vision achieved. The Spear Programme is delivered in Spear Leeds 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

Delivery of the Spear Programme – Group and 1:1 coaching

- Preparing and coaching Spear Foundation sessions and 1-1s, ensuring that young people are engaged, retained and work-ready by the end of this initial phase of the programme.
- Building relationships with young people on the programme and managing culture and attitudes in the training room.
- Adapting the Spear coaching material according to the needs of the Trainees and managing behaviour effectively.

Delivery of Spear Career

- Delivering weekly Spear Career sessions (including running workshops with past Trainees), maintaining records and reporting on statistics, and creatively developing ongoing relationships with Spear Trainees.

Training the Assistant Coach

- Contributing towards the training and developing of the Assistant Coach by modelling excellent coaching and giving regular feedback.

Trainee Recruitment

- Developing relationships with Job Centres and local referral agencies to ensure that the maximum number of Spear Trainees are enrolled on each programme. This involves liaising with referral agencies, active face-to-face recruitment and monitoring recruitment statistics.

Person Specification

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

- You have demonstrable experience as a coach, or a background in youth work or teaching, and are keen to develop these skills further.
- You have a heart for young people and releasing their potential, no matter what challenging circumstances they are facing.
- Effective interpersonal skills and high emotional intelligence with a sense of humour and fun.
- You are great at building relationships, with solid communication skills.
- Good administrative and organisational skills, working well under pressure with the ability to prioritise workload.

Key Information:

- Salary: from £26,000
- Full-time, Maternity Cover - 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