



**Senior Talent Manager (maternity cover)**

**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

Our award-winning **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.

Our **corporate and impact coaching** delivers coaching for a range of organisations including corporate, non-profit and public sectors, and our growing **Social Impact Consultancy** helps organisations reach clarity, agreement and a sense of purpose for their unique social mission.

## Our impact

Since its inception, the 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

## Recruitment

- Build a strategy for attracting high performing talent into Resurgo and our partner Spear centres, in line with our goals for national growth and ensuring our teams reflect the communities they serve.
- Oversee the recruitment and selection process across Resurgo and our partner Spear centres (with support from the HR Executive), working with the D&I Manager to train team members on interview skills, and advising and guiding Department Heads through the recruitment process
- Work with the Head of Church Partnerships to develop the Spear Graduate Scheme as a training programme of choice, ensuring there is a pipeline of outstanding coaches for our partner Spear centres and managing the recruitment cycle throughout the year
- Manage the outward face of Resurgo recruitment and profile raising to potential employees including building a strategy on recruitment relationships, and networking with potential referral organisations, attending careers fairs and other events

## Progression and Organisational Development

- Work with the Director of PCO to conduct job analysis across Resurgo to understand current and future job needs to meet organisational goals, and succession planning for key roles
- Work with the Director of PCO and Heads of Department on staff progression planning and talent retention strategies, as well as advising on individual performance management issues, supporting line managers to develop and grow both highly performing and underperforming team members

## Learning and Development

- Design a learning and development strategy across all teams at Resurgo, ensuring we grow and develop talented employees both for their current roles, and enabling them to progress within the organisation
- Research and consult on potential training options for individuals and teams as needed, working with Heads of Department to identify key learning needs and either develop learning offers to meet those needs or source relevant and high impact external training, for both hard and soft skills



## Personal qualities we're looking for...



An active Christian, passionate about personally representing the values and beliefs of Resurgo, and our mission to equip and support organisations to play a meaningful part in catalysing social change



Experience in recruitment, organisational development and/or learning and development is desirable



A proven track record of building productive working relationships internally and externally, and extensive line management experience



An experienced project manager with excellent planning and organisational skills, who can demonstrate initiative and drive



A creative thinker able to adapt and respond to change according to business need



A relational and collaborative individual with excellent communication skills (both written and in person) and high emotional intelligence



## Working for us

- 1 year fixed term contract (maternity cover)
- Salary: from £42,000 dependent on experience
- Working hours: 4 – 5 days per week between Monday – Friday, 9.30 – 5.30 (with some flexibility and occasional evening or weekend work for events such as Spear Celebrations)
- 28 days annual leave (including Christmas gift days) plus bank holidays
- 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)
- Employee Assistance Programme (a confidential support service) and the option to take advantage of Give as you Earn (GAYE) and Cycle to Work schemes

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 however also have the ability to work from home one or two days a week, depending on role, to give time for focus and flexibility, and we offer flexible working on passing probation

## Our coaching and feedback culture

**Coaching is part of our organisational fabric.** We are 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.

Coaching is all about empowering an individual to come up with their own solution to a problem, by offering high-level listening and questioning techniques. If coaching is brand new to you, don't worry; all our staff receive extensive and ongoing training in coaching techniques, delivered by our team of highly experienced Master and Professional Certified Coaches. 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**.



## Diversity and belonging

Resurgo is built on a passion for social justice and a desire to see transformation in all areas of society. This includes in the areas of diversity and belonging within our own team.

We actively champion diversity, not for its own sake, but because we know differences in backgrounds, ways of thinking and opinions make us a stronger organisation.

Our coaching approach helps us build and maintain a culture where everyone not only has a seat at the table but feels like they truly belong there. This plays out in different ways - think meetings where your participation is encouraged and valued regardless of your seniority; line managers who really listen to you and equip you to have autonomy in your role; and a senior team who want you to be your authentic self.

We want to see our teams reflect the communities they serve but recognise that some underrepresented applicants may face additional barriers in applying for roles with us. We're committed to doing all we can to remove these, and to creating a workplace where you can see yourself fitting in and progressing.

## Faith expressions

Resurgo is a Christian charity, working in a range of settings, in partnership with people from all faiths and none.

Our Christian faith underpins everything we do; it motivates and sustains us and is core to our mission. Prayer and worship are embedded into our daily working practises, and all staff are required to lead a team prayer meeting from time to time. As such, there is a Genuine Occupational Requirement for our team to be practising Christians – our team share a belief in a triune God and we welcome applications from people of all denominations and expressions of Christianity.

Beyond this, Resurgo is an equal opportunities employer and we do not discriminate on the basis of any characteristic, including those protected by the Equality Act 2010: for more information on this, please see our [Equal Opportunities and Diversity policy](#).



# 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 impact 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:** 29<sup>th</sup> March 2024

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