Spear Centre Manager

Employed by the PCC of Stockton Parish Church

Hours: 4 days per week (29.6 hours, Monday–Thursday), with scope to increase to 5 days (37 hours) by agreement.

Work Base: Stockton Parish Church

Terms: Permanent

Salary Scale: £21,607–£25,353 (£27,088–£31,691 full-time equivalent)

Relocation support: Available for candidates relocating to the area, subject to discussion.

Stockton Parish Church

Stockton Parish Church (SPC) is an Anglican church in the Evangelical Charismatic tradition in the centre of Stockton-on-Tees. We are a diverse worshipping community of around 200 people, a quarter of whom are under 18. Our mission is*: 'for everyone to know who they are, whose they are, and the difference they are called to make in the world*.

As one of the most deprived parishes in the country, we are committed to the long-term flourishing of Stockton, seeking the peace and prosperity of the town for generations to come. Spear Stockton is part of this wider vision, supporting young people into sustained work and education.

Spear Stockton is one of SPC's key ministries, reflecting our commitment to investing in the next generation and seeing lasting transformation across our town. The Centre Manager will play a significant role in leading and developing this ministry, becoming part of our Core Leadership Community and contributing to the wider vision and mission of the church.

Further insight into the vision and strategy of SPC can be found in a recent vision talk.

Purpose of the Post

SPC is launching Spear Stockton in partnership with Spear. The programme supports 16–24-year-olds who are not in employment, education or training to overcome barriers and move confidently into sustained work or further education.

The Centre Manager will lead the Centre and personally coach young people. Alongside the Spear Coach, they will facilitate group sessions and 1:1 coaching, helping young people recognise their strengths, overcome barriers, develop confidence and take responsibility for their next steps.

The role also includes developing the Spear Coach, achieving agreed outcomes, building referral and employer partnerships, and embedding Spear within the life and mission of SPC.

Main Responsibilities

Coach and develop young people

- Prepare and deliver engaging group sessions and 1:1 coaching alongside the Spear Coach, helping young people recognise their potential, build confidence and take responsibility for their next steps.

- Build positive, professional relationships with trainees, using encouragement and challenge to support their development and progression into sustained work, education or training.

Lead and develop the SPC Spear team

- Lead, manage and develop the Spear Coach and volunteers, creating a positive team culture characterised by high expectations, encouragement and continual improvement.

- Work closely with the national Spear team, engaging in training, coaching and ongoing professional development.

Lead the Spear Programme

- Take overall responsibility for the effective delivery and day-to-day running of Spear Stockton, including planning, resources and practical arrangements.

- Work towards agreed programme outcomes, monitoring and reporting on recruitment, retention, completion and trainees' ongoing progress.

Build partnerships and grow the Centre

- Develop and maintain strong relationships with referral agencies, colleges and local partners to support recruitment and growth of the Centre.

- Build relationships with employers and other organisations to create opportunities for trainees and raise the profile of Spear Stockton within the wider community.

Be part of the life and mission of Stockton Parish Church

- Lead the integration of Spear into the wider life and mission of Stockton Parish Church, encouraging prayer, practical support and involvement from the congregation.

- Participate fully in the SPC staff team, worshipping community and Core Leadership Community, contributing to the wider vision and mission of the church.

This list of responsibilities is not intended to be exhaustive and is subject to review in consultation with the Vicar and Operations Manager. The postholder will be expected to undertake any other duties as reasonably required by their line manager or the Vicar.

People & Teams

- The Spear Centre Manager will be directly responsible to the Vicar
- The National Spear Team will provide operational oversight and ongoing professional development.
- As a member of the SPC staff team and Core Leadership Community, the Centre Manager will participate in the wider life, worship and mission of the church, including shared responsibilities and events.

Person Profile

Please note, this post has an Occupational Requirement for the post holder to be a practicing Christian, in support of the statement of beliefs of Stockton Parish church in accordance with Schedule 9 of the Equality Act 2010.

Essential:

Christian faith and character

- A practising Christian with a sense of calling to serve young people through this role.
- Passionate about the vision, values and purpose of Stockton Parish Church and Spear.
- Self-aware and teachable, with the ability to receive feedback positively and change working practices as a result.

Coaching, facilitation and relationships

- Confidence in facilitating groups and coaching individuals, using effective listening, encouragement and appropriate challenge.
- Friendly, with the ability to build positive relationships and relate well to young people from a range of backgrounds.
- Strong written and verbal communication skills.

Leadership and delivery

- Experience of leading, motivating and developing others, through line management or informal leadership.
- Ability to use initiative, solve problems and make sound decisions independently.
- Strong organisational skills, with the ability to manage workload, prioritise effectively and deliver outcomes against targets.
- Educated to A-level standard or equivalent experience.

Desirable:

- Previous experience of coaching, mentoring, facilitating or training individuals and groups.

- Experience of working with 16–24-year-olds, particularly those experiencing barriers to employment or education.
- Experience of launching new initiatives and translating ideas into practice.
- Experience of partnership-working or building referral networks.
- Experience of managing staff.
- Understanding of the local context in Stockton-on-Tees and the challenges facing young people.
- A good understanding of safeguarding.
- A first-aid qualification, or willingness to undertake training.

Additional Details

- You will receive substantial training and ongoing professional development from Spear, including practical experience at an established Spear Centre.
- SPC will also support your personal and spiritual development through appropriate training, conferences and retreats.
- Typical working hours are 9am–5pm, with occasional evening work for events such as Spear Celebrations.
- The majority of the role is based at SPC, with some UK travel for training and development; expenses will be paid.
- The post includes 25 days' holiday plus bank holidays, pro rata.
- Spear runs in intensive programme blocks, so annual leave will normally be taken between rather than during programme delivery.
- SPC operates an auto-enrolment pension scheme.
- Further information about the Spear Programme and the wider work of Spear can be found in the Spear 'Work With Us' pack.
- We're happy to discuss relocation assistance with applicants considering a move to the area.

Recruitment Process

- This role involves regular and direct work with young people aged 16–24. Stockton Parish Church is committed to the safeguarding of children, young people and vulnerable adults. This role is subject to Safer Recruitment including an enhanced DBS check and check against the Barred List. All appointments are subject to references.

- **Application Deadline:** 9am on Wednesday 2nd December 2026
- Informal 15 minute Teams Call
- Assessment and Interview Day: Tuesday 8th December 2026
- We are committed to an inclusive and accessible workplace and recruitment process. Please let us know if you require any adjustments at any stage of the recruitment process on return of your application.

Please note: you must have permission to work in the UK to apply for this post.