

Spear Coach



Employed by the PCC of Stockton Parish Church
Hours: Part Time: 22.2 hrs per week (3 days, Tuesday - Thursday)
Work Base: Stockton Parish Church
Terms: Permanent
Salary Scale: £24,598 - £26,458 fte
£14,759 - £15,874 *pro rata*



Stockton Parish Church

Stockton Parish Church (SPC) is an Anglican Church in the Diocese of Durham located in the centre of Stockton on Tees. Using Church Urban Fund information, the parish is the 30th most deprived parish in the country.

SPC is a diverse worshipping community of around 200 people, a quarter of which are under 18's, the church thrives with a healthy culture of invitation.

There is currently one service each Sunday attended by around 100 people. SPC has an Evangelical Charismatic tradition.

Our mission at SPC is: *'for everyone to know who they are, whose they are, and the difference they are called to make in the world around them'*. We launched a 5 year vision in January 2022 to see our worshipping community grow to 500 people and to plant 3 churches.

As part of this vision, SPC is committed to the long-term transformation of Stockton, seeking the peace and prosperity of the town for generations to come. This is expressed through a number of initiatives and partnerships, including the development of the Spear Centre. Spear Stockton forms part of this wider strategy, supporting young people into work and education as a key contribution to the flourishing of the local community.

Further insight into the vision and strategy of SPC can be found in a [recent vision talk](#).

Purpose of the Post

Stockton Parish Church (SPC) is launching a new Spear Centre, Spear Stockton, in partnership with Spear. The centre will deliver the Spear Programme, supporting young people to overcome barriers to employment and step confidently into work or further education.

Spear Foundation is a 4-week initial phase of the programme, consisting of two group sessions and a 1:1 coaching session with each trainee per week. Through this, young people are supported to develop the skills, confidence and mindset needed to move into and sustain employment or further education.

The Spear Coach will play a key role in the delivery of the programme, working alongside the Centre Manager to coach and support young people through both group sessions and 1:1 relationships, and to support their progression into sustained employment or education.

The Spear Centre is embedded within the life and mission of SPC, and the Spear Coach will be part of the wider staff team, contributing to the vision of the church and supporting its work in the community.

People & Teams

- The Spear Coach will be directly responsible to the Spear Centre Manager.
- The Spear Coach is directly employed by SPC, meaning you are part of a vibrant church staff team and submerged in an exciting faith community.
- The Spear Coach will participate fully in the life of the staff team, where prayer and worship are part of daily practice, and will support the wider activity of the church through shared duties and events.

Main Responsibilities

- Support the delivery of group coaching sessions of up to 12 young people, developing their skills, confidence and mindset to support progression into work or education.
- Lead regular 1:1 coaching sessions with a cohort of young people, monitoring their progress and supporting their journey into employment or education.
- Manage a caseload of trainees, providing ongoing support for up to 6 months beyond the initial Foundation phase to help sustain progress in work or education.
- Build and maintain relationships with local organisations and referral partners, supporting the recruitment of young people onto the Spear Programme and contributing to events such as job fairs and mock interviews.
- Contribute to the life of Stockton Parish Church, helping to raise the profile of the Spear Programme, build relationships across the congregation, and support the development of volunteers and supporters.
- Support the day-to-day running of the Spear Centre, maintaining a safe, organised and welcoming environment in line with safeguarding, health and safety, and SPC policies and procedures.

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.

Training

Both the Spear Centre Manager and Spear Coach will receive comprehensive training in the delivery of the Spear Programme prior to the launch of the centre.

The Spear Centre Manager will also receive induction into the systems, processes and ways of working at Stockton Parish Church. The postholder will be expected to complete relevant training, including First Aid, Food Hygiene and Safeguarding, as appropriate to the role.

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.

CRITERIA	ESSENTIAL	DISIRABLE
Qualifications	Educated to A level standard (or equivalent experience).	A first aid qualification (or willing to be trained)
Personal Attributes / Character:	<p>Passionate and committed to the vision, values and purpose of SPC and Spear.</p> <p>Self-aware and teachable, with the ability to receive feedback and adapt working practices as a result.</p>	<p>Sense of calling into this role.</p> <p>A desire to grow and develop spiritually as a Christian and a commitment to pursuing excellence in their work and development.</p> <p>Passion for social justice, especially supporting young people in employment or education</p>
Experience	<p>Experience of managing responsibilities independently, including prioritising workload and using initiative.</p> <p>Experience of building positive relationships and supporting individuals to make progress towards goals.</p>	<p>Experience of working with young people or adults in a supportive, developmental or relational context.</p> <p>Experience of contributing to group-based activities, training or facilitation.</p>

CRITERIA	ESSENTIAL	DISIRABLE
Knowledge and Skills	<p>Good organisational skills with the ability to operate as a team member.</p> <p>Strong communication including written and verbal communication.</p> <p>Friendly, with the ability to build positive relationships and relate well to people from a range of backgrounds.</p>	<p>Understanding of the local context in Stockton-on-Tees and the challenges facing young people.</p> <p>A good understanding of safeguarding.</p>

Additional Details

- The personal, spiritual growth and renewal of the post holder is important to the church and we will support this, including facilitating their attendance at conferences, retreats and training events (SPC typically attends New Wine) that will deepen their discipleship.
- Typical working hours are between 9-5pm, with occasional evening work for events such as our Spear Celebrations.
- The majority of hours for this role will be on site at SPC, however there will be expectation to attend training and ongoing professional development at locations across the UK with expenses paid.
- The post includes 25 days holiday plus bank holidays - pro rata.
- 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 4-week programmes in autumn, spring and summer), we expect annual leave to be taken between, rather than during terms.
- The Church operates a pension scheme with auto-enrolment (subject to the conditions of the scheme).
- Further information about the Spear Programme and the wider work of Spear can be found in the Spear 'Work With Us' pack.

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: 28th April 2026
- Informal Call
- Assessment and Interview Day: 5th May 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.