

# *Transforming society together*

Coaching Graduate Scheme



THE SUNDAY TIMES  
**T Best Places  
to Work 2024**



**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.

Resurgo started with our Spear programme and is a big part of Resurgo. With 17 centres throughout the country, you are joining many likeminded coaches eager to see young people's lives radically impacted.

## 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.

The role of Graduate Coach works face-to-face with our young adults. You have the privilege to invest in the lives of young people.

## Our impact

Since its inception, the Spear Programme has worked with more than **10,000** 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.

This year we are hoping to work with over 1000 young people, join us on the journey of making real impact. [Meet some of our previous trainees.](#)



## Want to play your part in transforming society? You're in the right place.

### How's this for a deal? You bring your 'A' Game...

- show us a willingness to learn and grow, and a desire to live out a powerful expression of your Christian faith - **and we'll do the rest**, providing you with a **paid, dynamic, one-year opportunity**, where you'll be supported and challenged. We'll invest in you, developing expert coaching and leadership skills to set you on a great career path.

You'll work as part of a local church in London, Brighton, Bristol, Bournemouth or Leeds, delivering the Spear Programme to 16-24 year olds, equipping and empowering them to overcome the employability barriers they face and turn their lives around.

Day to day, you'll coach on the Spear work-readiness programme and be an integral part of your placement church's team, as well as receive world-class training from Resurgo coaches.

# Our Centres

## London:

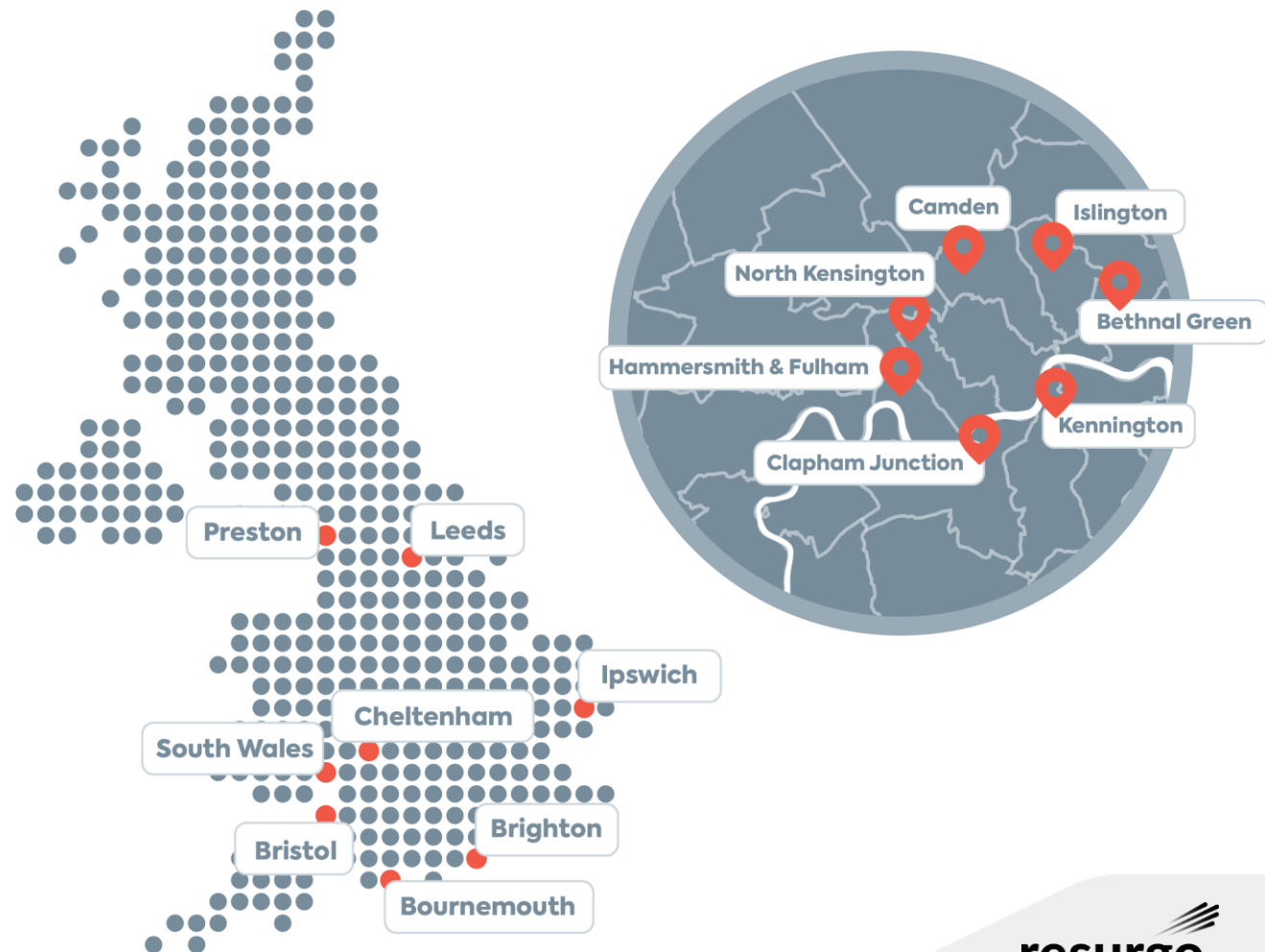
North Kensington  
Kennington  
Hammersmith and Fulham  
Clapham Junction  
Islington  
Camden  
Bethnal Green

## Regional:

Bournemouth  
Brighton  
Bristol  
Leeds

## Other Centres:

Cheltenham  
South Wales  
Ipswich  
Preston  
Gateshead  
Hastings





## The Spear Programme

Our Spear trainees are incredible young people from a variety of backgrounds – often having faced significant challenges, including mental health difficulties, experience of crime, growing up in care, or challenges at school. We're proud of our great track record of helping over 75% into work and education – and they're still there a year after they complete the programme.

- When you start, you'll be **trained in coaching skills through our in-house iLM-recognised Coaching Academy** to coach 16-24 year olds, bringing about powerful change in their lives.
- You'll then continue to learn and receive feedback on the job as you coach young people in group and 1-1 settings, to equip them with the skills and mindset they need to thrive. **Each Spear Programme is 6 weeks long, with group coaching on 3 days, and 1:1 support offered 1 day a week.** The Spear curriculum is pre-set, but you'll work with your team to tailor each session to the young people on your programme.
- Beyond coaching, you'll play a part **in building relationships with local organisations** to refer young people onto Spear, and have the chance to build corporate relationships to help your trainees find work.
- You'll also support the daily administrative function of the programme, including supporting the running of celebration events every 6 weeks, and be trained in **professional workplace skills.**



## Training

In addition to group and 1:1 coaching skills, you'll receive formal training and on the job support, in a further 4 areas:

### Spiritual leadership

You'll be part of a vibrant church staff team and submerged in an exciting faith community. You'll establish a personal presence within the community as your regular place of worship, and have the chance to grow in your spiritual leadership.

### Self-leadership

We place great value on personal growth, and you'll be invested in through regular 1:1's and daily feedback. We want everyone to bring their whole selves to work and be valued, but also encourage a culture of learning and holistic development.

### Social impact management

We're really proud of our impact culture – Spear has been recognised as the best employability programme in the country because we're able to measure the impact it makes. You'll learn about the importance of impact management and how to do it well.

### Professional and management skills

We know from our previous Graduate Coaches that our Graduate Scheme will equip you for a bright future. We want to make sure that in addition to being a great coach – a valuable skill for any career – you have all the professional skills including communication, project management and developing others.

# Key Responsibilities

## Group coaching

- Support in 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.





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



An active Christian, passionate about personally representing the values and beliefs of Resurgo and the partner 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 in 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.



## Working for us

- **Salary: between £22,000 and £24,000, dependant on location (bursary of up to £3,000)**
- Full-time - Monday to Friday, fixed 12-month term contract
- 28 days annual leave plus bank holidays
- Excellent staff development and training opportunities, including our 5-day Coaching Academy (valued at £3,000)
- Regular staff prayer meetings, conferences and retreats (one residential)
- A DBS check will be requested in the event of a job offer

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.

## 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 offer a small number of **bursaries** of up to £3,000 alongside salary, for candidates who face barriers to employment who otherwise may not be able to enter the charity sector. Please indicate on your application form if you are interested in applying for this.

## 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 change is inspiring"



## Former Spear Graduate stories



### Civil Service Management

Matt moved from Civil Service to a fixed term role as a Spear coach for professional development. He is now a Skills and Capability Manager, responsible for coaching and managing Civil Service Fast Streamers, and invited Resurgo Consulting to train his colleagues in coaching techniques!



### Church Leadership

Claire joined Spear in 2013 and after 6 years with us, including progressing to the role of Coaching Manager overseeing multiple Spear Centres, she felt called to move into ordained ministry. She is currently an Ordinand at the Spear partner church she initially joined 8 years ago!



### Corporate Coaching

James studied at London School of Theology then started on the Spear Graduate Scheme in 2016. After moving to Brighton to be Centre Manager of our Spear Centre when it opened in 2018, he moved across to Resurgo Consulting in 2021, now coaching a variety of corporate clients.



### Coaching Development

Yetunde was a trainee on the Spear Programme in 2018 and then completed an internship with us, going on to join the Spear Graduate Scheme in 2020 and has since worked at 3 different Spear centres.



### Spear Centre Manager

Before joining us in 2018, Esther studied at Bethel School of Ministry. She was Centre Manager and loves seeing coaching techniques bring out the potential in Spear trainees.



### Charity Leadership

Pete started with us in 2012 and after coaching on the Spear Programme, moved to the Impact team. As part of the Resurgo Senior Leadership, he is now managing our Impact work both internally and externally.

**Questions?**

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