



**spear**  
ipswich

**Spear Centre Manager**



  
a resurgo  
partner

## Who are Resurgo?

### Resurgo means 'to rise up again'

We launched the **award-winning Spear programme** over 20 years ago, and there are now 17 centres across the country, equipping 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. [Meet some of our previous trainees](#)



"Society today is facing huge challenges, so to be part of an organisation that believes in delivering lasting social change is inspiring" -  
**Sam Mead, Resurgo Head of Impact**

## The Spear partnership

All Spear coaches work face-to-face with young people, having the privilege to invest in their lives, but receive regular training as a group, so you'd be joining a network of many likeminded coaches eager to see young people's lives radically impacted.

In **Ipswich**, Resurgo is partnering with **River Church**, an HTB Network church plant based on the waterfront, in the centre of Ipswich, Suffolk.

River Church has a particular passion to reach students and young adults, and a dream to see Ipswich overflowing with life. Find out more at [riverchurchipswich.org](http://riverchurchipswich.org)

## The impact

Since its inception, the Spear Programme has worked with more than **10,500** 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 across 17 Spear centres – **we'd love you to join us on the journey of making real impact.**

# Responsibilities

## Oversight of Spear Programme

*Spear Foundation is a 4-week initial phase, consisting of 2 group sessions plus a 1:1 with each trainee per week, in which we coach young people around skills and mindsets to support them in returning to work or education, and equip them with the skills to stay there.*

- Prepare and coach group and 1-1 sessions with the Spear Assistant Coach.
- Oversee all aspects of the programme coordination and delivery.
- Ensure the programme is delivered in line with agreed targets, and report to Resurgo and the church on enrolment, retention and completion of Spear Trainees, as well as their ongoing progress.

## Partnership liaison and relationship management

- Build and implement a strategy for developing and maintaining relationships with local referral partners to build the profile of the Spear programme within Ipswich and ensure the young people who would benefit from the programme are able to access it.
- Steward relationships with young people after initial point of contact, to encourage enrolment and ensure a full cohort is enrolled for each programme.







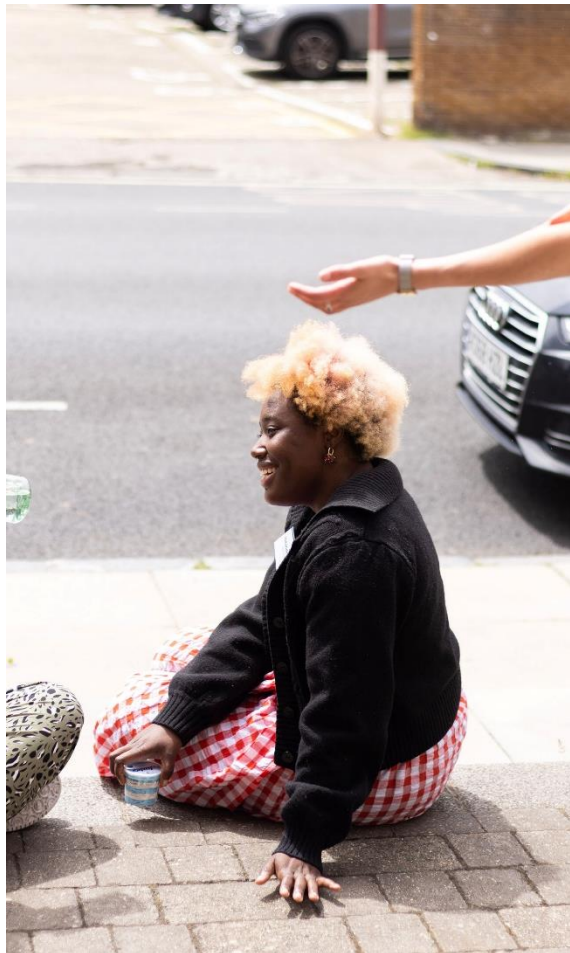
## ***Responsibilities (cont'd)***

### **Line management and training**

- Manage the Spear Assistant Coach, using a coaching approach to invest in their growth and development.
- Work with and be managed by River Church staff locally, and by a Church Partnerships Manager from Resurgo on a national level, to ensure the flourishing of the Spear centre, its team and young people, and to ensure the fulfilment of our shared mission in Ipswich.
- Work with and report to Resurgo teams on KPIs, and use outcomes data to maximise the effectiveness of the programme.

### **Supporting River Church's mission and ministry**

- Establish strong relationships with key people at the church to ensure the engagement of church members and to build a network of supporters for the Spear programme
- Work with the Head of Operations and the Fundraising Assistant to prepare grant funding applications for Spear Ipswich, and provide timely grant reporting
- Attend and participate in the life of River Church, keeping the congregation updated on the Spear programme to ensure it is a seamless part of the church's missional work



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



An active Christian, able to personally represent the values and beliefs of Resurgo and River Church, and a commitment to grow and learn spiritually and as a Christian leader



Passion for social justice and for working as part of the church to transform communities, especially supporting young people in employment or education



A dynamic and engaging individual with an enthusiasm for and experience of group and 1-1 coaching and training



A creative, ambitious and self-motivated individual with the ability to prioritise workload, exercise initiative and work well under pressure.



A strong leader with experience of line managing and developing others in a high support, high challenge style



Excellent communication and interpersonal skills, with a confidence developing internal and external relationships, high emotional intelligence, and a sense of fun!

## Join the team

- Salary: £25,213
- Hours: 9.30 – 5.30pm, Monday-Friday, Full-time (4 days considered) (with some flexibility and occasional evening or weekend work for events such as Spear Celebrations)
- 25 days annual leave pro rata plus bank holidays
- Excellent staff development and training opportunities, including Resurgo's iLM-recognised Coaching Academy (valued at £3,000)
- Regular staff prayer meetings, conferences and retreats (one residential)

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.

As you would be employed by River Church, with prayer and worship embedded into daily working practices, there is a Genuine Occupational Requirement for applicants to be practicing Christians

We would encourage applicants to find out more about River Church by reading through their website when applying.

## Diversity and Inclusion

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

The Spear 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.



# The Spear coaching culture

We are passionate about the power of coaching to bring about robust change – you'll see this reflected in everything from delivering the Spear programme, to our approach to line management and meeting facilitation. 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 Spear coaches 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 Resurgo 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**.

## You'll find Resurgo's coaching-based team behaviours (set out below) threaded through the Spear programme:



### 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.