



**Roles with Resurgo and our church partners**





## Who are we?

Resurgo means *to rise up again* – it describes our belief in the radical difference we can make when we rise up together to transform society.

We're proud to have been listed as one of the UK's Best Workplaces in the 'Great Place to Work' Awards (2016) and have won the Princess Royal Training Awards which honours employers that have created outstanding training and skills development programmes (2017).

### Our Existing Initiatives

The award-winning **Spear Programme**, run in partnership with local churches, helps unemployed young people into work or education – we're delighted that over 75% of completers are still in work a year later.

**Re-Work** equips adults experiencing unemployment due to COVID-19 with the skills and mindset needed to re-enter employment.

**Resurgo Consulting** coaches organisations to help them improve trust, increase workplace satisfaction, achieve better outcomes and address social challenges in meaningful ways.

# Our Team Values and Behaviours

As an organisation, we are strongly guided by our values, which we have articulated on our website: [Our values | Resurgo](#). These shape our priorities and the way we interact with our partners and communities. On a day-to-day basis, the way we work as a team is defined more closely by our collection of 10 team behaviours:

- 1. Excellence** We bring both our professional heads and our passionate hearts to bear in our work. We are committed, enthusiastic, hardworking and proactive; and we persevere – we'll go the extra mile when we need to.
- 2. Confidence** We 'believe we can'; not out of pride in our own abilities but out of confidence that God will equip us where He calls us.
- 3. Creativity** Change is the only constant. We are committed to being creative and trying new things as individuals and as an organisation to ensure we keep at the top of our game, adapting and changing tack, even when it might be risky.
- 4. Honour** We always speak well of each other and those we partner with. We catch people doing things well and make sure we point those things out to them and to others. We champion each other whenever we can. We take time to celebrate every success, large and small, and rejoice in every little advance we make.
- 5. Service** There's no 'them' and 'us' at Resurgo. We all roll up our sleeves, we all make tea and we all join in – even when it's 'not our job'.
- 6. Hospitality** Generous hospitality is a key expression of our leadership and it defines not only our relationships within the team but how we interact with everyone we encounter. We practice hospitality as often and as much as our time and resources allow, inviting people in and giving away what we can.
- 7. Authenticity** We know that some people like to keep their 'work self' and their 'home self' separate but that doesn't work at Resurgo; we want to work with the real you, not a work persona.
- 8. Fun** We are deadly serious about enjoying our work and making it fun. There's always time for a joke in a busy day and we hope you'll forge deep friendships at Resurgo that go beyond your work with us.
- 9. Feedback** We are all working towards becoming the best versions of ourselves and supporting others to do the same. Like all teams we'll sometimes disagree but, when expressed in a spirit of unity and grace, we think conflict is positive and we respect each other enough to give some challenging considered feedback when it's the most loving thing to do.
- 10. Worship** We worship and pray - all the time. We pray for each other and about our work, because we know that we can't achieve our vision without it. If we could, then the vision isn't big enough.



## ***Commitment to diversity and belonging***

Resurgo is built on a passion for social justice and a desire to see transformation in all areas of society. We aspire to see our teams reflect the communities they serve, and to have a diversity of people and views reflected at all levels of our organisation.

We recognise that some underrepresented applicants may face additional barriers in applying for roles with us, and we're committed to doing all we can to remove these. Resurgo therefore offers **4 bursaries a year on the Graduate Coach training programme** for any candidates who are from either a socially disadvantaged background, or are from a UK minority ethnic (UKME) background – a bursary of between £1,000 and £5,000 is then paid (alongside salary) in instalments throughout the year.

To apply for the bursary, **please complete the relevant box on your application, or contact the People and Culture team for further details;** eligible candidates will be selected based on priority of need.



Resurgo is a Christian charity although our commitment to social transformation extends far beyond the church. We work in a broad range of settings and with people from all walks of life and all faiths and none. While we're faith-based, we welcome applications from people of different denominations and expressions of Christianity - our team have a range of theological views but we share a belief in a triune God and this faith motivates and sustains us in the work that we do.

We believe that prayer plays a key role in our work and we pray and worship together on a daily basis. All staff are required to lead a team prayer meeting from time to time, and the majority of the Spear Programme coaches are also members of their host church staff teams.

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: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, sex or sexual orientation (though there is a Genuine Occupational Requirement for our team to be practising Christians). For more information, please see our equal opportunities policy [here](#), and contact the People and Culture team if you'd like to discuss or have further questions.

## *What kind of person works here?*



**Our job descriptions show additional role-specific qualities we're looking for, but the kind of person who thrives with us tends to have the following qualities:**

- An active Christian, passionate about personally representing the values and beliefs of Resurgo.
- A passion for our mission to equip churches, individuals and organisations to play their part in transforming society, and a heart for urban communities in particular.
- Effective interpersonal skills and high emotional intelligence, a sense of humour and fun.
- Excellent communication skills, confident face-to-face communication, and a great telephone manner.
- Ambitious and self-motivated with good time management skills and the ability to prioritise workload, exercise initiative and work well under pressure.
- Excellent administration and organisational skills with an eye for detail, accurate working methods and IT competence.



## ***Working requirements and benefits***

- Excellent staff development and training opportunities, including attendance on either our 'Coaching for Leadership' course or Coaching Academy – a programme of leadership training over 2 months (valued at £2,500) – as well as extensive on the job training and leadership development.
- Regular staff socials; weekly and termly team meetings where we gather for prayer, worship and encouragement; annual Summer and Christmas Conferences with worship, prayer, social and training elements.
- 25 days holiday plus 'gift' days between Christmas and New Year
- Pension scheme with employer contribution, Employee Assistance Programme (a confidential support service) and the option to take advantage of Give as you Earn (GAYE).
- Our working hours are 9.30am – 5.30pm, though occasional evenings per term will be required, for events such as Spear Celebrations and fundraising/training events.
- Most Spear coaches are directly employed by the Church their Centre is based at, so these roles require a level of church commitment and attendance at Sunday services.

If you'd like to have an informal discussion about any of our roles, or to register your interest in future opportunities, please contact our People & Culture team: [recruitment@resurgo.org.uk](mailto:recruitment@resurgo.org.uk)

## What do our team members says?



"Working here is fulfilling, fun and worthwhile. I am so well supported, championed and challenged in my role and know I belong to a team and vision that's faith-filled, intentional and inspiring."



"The biggest thing I love about working for Resurgo is the culture - full of excellence with this perfect marriage of fun, and it empowers us to release potential not just in our teams but with every individual we come into contact with."



"Working at Resurgo has been the best working experience I've ever had. It feels like I've found 'my tribe'."



"A job as a Spear coach is genuinely more than a 9-5. We get to work side by side with the most amazing, resilient young people whilst being supported by a wider family of staff."



"Resurgo cares so much about your personal and professional development and invest a lot in this - I love that I now have a professional coaching accreditation."

"We are playing our part in changing society, and we do that with our faith at the heart of it. I love being able to work with businesses, churches and everything in between to change society together."