

# *Transforming society together*

Spear Coaching Graduate Scheme





# 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 in your Graduate year.



# 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. ([Meet some of our previous trainees.](#))

- 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**

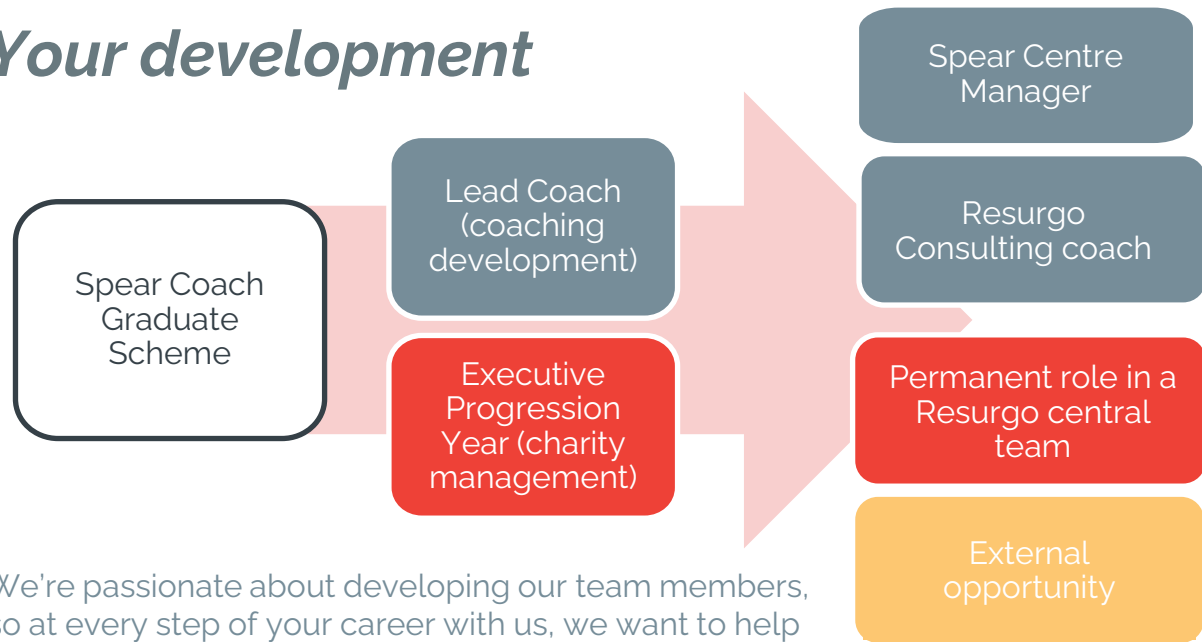
We're really proud of our impact culture – Spear has been recognised as the best employability programme in the country because we're able to measure the impact it makes. You'll learn about the importance of impact management and how to do it well.

- **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.



## Your development



We're passionate about developing our team members, so at every step of your career with us, we want to help you tap into your potential.

We actively work to develop those on our Graduate Scheme into a role that's a great fit for them after their first year, either on the coaching path as a Spear Lead Coach, or in our charity management track (exclusively for those who have been on our Graduate Scheme), the new Executive Progression year.

People who have developed their careers on our Graduate Scheme are now in a range of roles both within Resurgo, and beyond – see the next page for some stories.

# 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, currently as a Lead Coach in Harrow.



## Spear Centre Manager

Before joining us in 2018, Esther studied at Bethel School of Ministry. She has been Centre Manager at Spear Harrow since 2020 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.

## What are we looking for?

- 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 into employment or education.
- High emotional intelligence, a sense of humour and fun!
- Confident communication and interpersonal skills, both over telephone and face to face.
- A good level of organisation with sound administrative abilities.
- An ambitious and self-motivated individual with the ability to prioritise workload, exercise initiative and work well under pressure.
- A-levels or equivalent are essential; degree level or equivalent qualifications desirable.

See our [team guide](#) and visit our website for more information about our team culture, values and diversity work.

## Working requirements, salary & benefits

- **Starting salary from £19,500 (regional) or £21,000-£23,000 (London)**, plus pension scheme and additional bursary
- **12-month fixed term contract** with permanent roles offered to the majority of individuals after the Graduate scheme.
- **Full-time** Monday to Friday, 9.30am – 5.30pm, with participation in team events, training and weekly prayer meetings built into this, as well as two annual conferences
- **25 days annual leave**, plus bank holidays and additional gift days over Christmas
- We have **12 Spear centres** nationwide with vacancies throughout the year, and work with you to ensure a good fit with location and church.
- **Employee Assistance Programme** with confidential support, and some centres offer further benefits such as the Cycle to Work scheme.
- We offer a small number of **bursaries** of up to £3,000, alongside salary, for candidates who otherwise may face barriers entering the charity sector, including those from a socially disadvantaged background, or from a UK minority ethnic background – contact us for information.
- A DBS check will be carried out in the event of a job offer