



## JOB DESCRIPTION - SPEAR CENTRE MANAGER

<b>Job title:</b>	<b>Spear Centre Manager</b>
<b>Location:</b>	<b>Preston Minster, Church Street, Preston, Lancashire</b>
<b>Salary:</b>	<b>£27,000, plus defined contribution pension scheme</b>
<b>Reports to:</b>	<b>Senior Partnerships Development Manager (Resurgo Trust)</b>
<b>Terms of employment:</b>	<b>Full time, 39 hours per week, Monday – Friday</b>
<b>Annual leave:</b>	<b>25 days per annum plus bank holidays</b>
<b>Contract type:</b>	<b>Initial one year fixed term</b>
<b>Start date:</b>	<b>May 2024</b>
<b>DBS:</b>	<b>Enhanced DBS required</b>

*This role requires a genuine occupational requirement to the Christian faith. You can read more about what we believe as a church [here](#)*

### ROLE CONTEXT

#### **Preston Minster**

Our vision at Preston Minster is to play our part in the **re-evangelisation of the nation, the revitalisation of the church, and the transformation of society.**

In 2019 we were sent from Holy Trinity Brompton, London, to help people in Preston find their home, find their purpose and transform their city. We are a vibrant church in the heart the city centre, with a mission to see lives changed by Jesus. We aim to be a church that offers a big welcome and a safe space to explore the Christian faith and encounter the person of Jesus.

At Preston Minster we have a can-do environment where innovation and creativity are encouraged alongside serving others. Our staff community is warm and engaging where lifelong relationships are built. We have a growth-oriented environment where we strive for a culture of excellence in everything we do. Team members are invited to go above and beyond in order to move the church towards its vision. Whilst holding the portfolio for Centre Manager, the postholder will be a member of Preston Minster and actively involved in the life of the church beyond their ministry area. A commitment to this, as well as a flexible attitude, is vital.

#### **Resurgo**

##### **Resurgo means ‘to rise up again’**

We use our expertise in coaching and impact management to inspire and equip organisations to transform society. We launched the **award-winning Spear programme** over 20 years ago, and there are now 13 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](#)

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 Preston, Resurgo partners with **Preston Minster** where Spear acts as a key part of the church's mission to change the culture of the town by bringing hope to unemployed young people.

Since its inception, the Spear Programme has worked with more than **9,000** 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 across the 13 Spear centres and to launch a further 4 Spear centres – **we'd love you to join us on the journey of making real impact.**

## PERSONAL QUALITIES WE'RE LOOKING FOR

- An active Christian, able to personally represent the values and beliefs of Resurgo and Preston Minster, and a commitment to grow and learn spiritually as a Christian leader
- A dynamic and engaging coach with an enthusiasm for and direct experience of coaching and training techniques
- Passion for social justice and for working as part of the church to transform communities, especially supporting young people in employment or education
- An entrepreneurial and ambitious individual who enjoys starting new projects, works well under pressure and can translate ideas into practice and creativity
- Self-motivated with strong leadership, management, organisational and IT skills with the ability to exercise initiative and prioritise workload
- Excellent communication and interpersonal skills, with a confidence in group facilitation, high emotional intelligence and a sense of fun!

## RESPONSIBILITIES

### Partnership liaison and relationship management

- Establish the primary local referral agencies and build and implement a strategy for developing relationships with them to ensure recruitment of young people onto the Spear programme is effective.
- Maintain and develop relationships with local partners to form a strong referral network.

### Oversight of Spear Programme

*Spear Foundation is a 4-week initial phase, consisting of 2 group sessions and 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.*

- As a confident communicator, you will lead group sessions of around 10 young people each, using coaching skills to transform attitudes to their own ability and the workplace, and to raise their awareness and maximise potential in stepping into the world of work.
- Prepare and coach group and 1-1 sessions with the Spear Coach.
- Ensure the programme is delivered in line with agreed targets, and report KPIs on recruitment, retention and completion of Spear Trainees to Resurgo and the Spear Trust, as well as their ongoing progress and sustainment of work or education.





### **Line management and training**

- Manage the Spear Coach, using a coaching approach to invest in their growth and development.
- Be line managed by Resurgo to support with the set-up and ongoing operations of the centre and report back on KPIs.

### **Church Community**

- The Spear Centre Manager is directly employed by Preston Minster meaning you are part of a vibrant church staff team and submerged in an exciting faith community
- You will be required to establish strong relationships with key people at the church to ensure the engagement and backing of church members, and help the Spear Coach to establish a strong presence at the church to build a network of supporters for the Spear programme.
- Ensure the Spear programme is a key missional feature of the work of the church; this may involve attending church events and speaking at services.

### **Centre operations**

- Support the senior leadership team in developing the financial sustainability of Spear Preston e.g. gathering data and trainee feedback for funding applications.
- Work with relevant members of the ministry team, particularly youth and student ministries to further embed Spear into the life of the church.
- Liaise with relevant staff locally on-site issues and work to resolve them as soon as possible, ensuring the office and training rooms are safe and tidy working spaces in line with health and safety policies and safeguarding issues are reported in a timely manner.





## The Spear coaching culture

We are passionate about the power of coaching to bring about robust change, and so we use coaching techniques in everything we do - whether delivering the Spear programme, or internally as our standard 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 all we do:



### 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.

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

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.

