



Spear Assistant Coach



stpaul's church





Do you have a strong desire for social justice, especially supporting young people into employment or education? We are offering a part-time opportunity to develop your coaching and leadership skills whilst bringing about social transformation in the local community as a powerful expression of the Christian life.

The Spear Express Assistant Coach will work as a member of the church team at Trinity Cheltenham and St Paul's to deliver a highly successful programme developed by national charity, Resurgo. You will help with equipping and empowering unemployed 16-24 year olds to overcome barriers to employment and turn their lives around by moving into sustainable work or further education.

If this role excites you, please contact us for more details and an application form: Julia.thomson@trinitycheltenham.com **Closing date: 3rd Aug**
Interviews are scheduled to take place during the last two weeks of Aug.

What will you do?

Run Group and 1:1 Coaching sessions in the Spear 'Foundation'

Spear 'Foundation' is a 4-week coaching phase, consisting of 2 group sessions and a 1:1 with each trainee per week. Young people are coached in the skills and mindset to support them into work or education and equip them to stay there.

- As a confident communicator, you will be given training and support to lead group sessions with around 10 young people, 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.
- Working closely with the Spear Centre Manager, you will also support the daily administrative needs of the Spear Express programme.

Assist in running Spear 'Career'

- Once they've completed Spear Foundation, you'll meet with a number of Spear trainees weekly for three weeks and call them fortnightly for 6 months, supporting them to stay in work and progress.

Assist in External Relationship-Building

- Help in building relationships with relevant professionals at local referral organisations.
- Communicate directly with young people to encourage referrals onto the Spear programme and support the Centre Manager to think creatively about ways to build the profile of Spear locally to maximise the number of young people participating in the programme.

Participation and and advocacy in Church Community

- The Spear team become part of an energetic church staff team and are expected to become fully involved in the life of a large faith community.
- Sharing in the regular pattern of staff prayer, worship, training and team-building.
- Being present on Sundays as your regular place of worship and to build strong relationships within the church family.
- Helping to be an advocate for Spear, sharing the vision for Spear and helping the Centre Manager to build up networks of practical and prayer support for funding, employment and training opportunities.

What will you gain?

Coaching experience and increasing capability through Resurgo's world-class coaching training, and directly developing coaching skills while delivering the Spear programme with continuous on-the-job support, feedback and mentoring.

Christian Leadership Skills through direct Spear training and through sharing in the life of the wider staff team. Continual feedback, opportunities for vulnerability and challenge, alongside extensive practise of skills.

Social Impact Management you'll gain a working understanding of the issues affecting local communities, how to tailor programmes accordingly and understand effective and meaningful ways of measuring impact.

Person Specification, Skills and Competencies

- An active Christian, able to represent the values and beliefs of Trinity and St Paul's churches.
- A creative and energetic individual who is comfortable working flexibly and enjoys new projects
- A passion for social justice, especially supporting young people into employment or education
- Desire to learn and understand coaching techniques, to grow and learn spiritually and as a leader.
- Excellent interpersonal skills and high emotional intelligence, a sense of humour and fun!
- Confident communication skills, excellent telephone, face to face and video-call manner.
- Organised and self-motivated with good time management skills and the ability to prioritise workload, exercise initiative and work well under pressure.
- Microsoft Word, Outlook, Excel, and PowerPoint competent
- A-levels or equivalent are essential; degree level or equivalent qualifications desirable.

Working requirements, salary & benefits

- **Salary range (FTE):** £21,000-£23,000 depending on experience
- **Hours:** Part time 0.6 (3.0 days per week, Monday – Thursday) with some occasional evening and weekend work required, such as for Spear Celebrations and to share in the life of Trinity
- **Annual Leave:** 21 days annual leave plus Bank Holidays
- **Contract:** Initially a one-year fixed term, with the hope of becoming permanent
- **Occupational Requirement:** It is a Genuine Occupational Requirement under the Employment Equality (religion or belief) Regulations 2003 that the Assistant coach is a committed Christian.
- **Safeguarding:** Trinity has a robust Safeguarding Policy and will seek to follow all recommended practices for 'safer recruitment'. Appointment to this post is subject to completion of an enhanced safeguarding check.

