

**We need
people
who are
great with
people.**



Applicant Information Pack

Development Team Leader Gloucestershire



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Hello, it's you we're looking for.

We're Scouts and everyone's welcome here - all genders, races and backgrounds. We give over 400,000 4–25-year-olds the skills they need for school, college, university, the job interview: the skills they need for life.

Right across the UK, we're helping young people gain skills for life and find their place in the world. We help them speak up, play their part and shine bright. Scouts is the place to be yourself and find yourself.

These are young people who are not afraid to stand up for what they believe in, to do the right thing and think of others before themselves.

At a time when communities sometimes feel divided, Scouts brings people together. We're building stronger communities and contributing to a stronger society. All this is made possible by the generosity of our adult volunteers.

Now's a challenging time for us all, but Scouts has never been more important - giving young people purpose, hope, and a place to belong. With the launch of Squirrels for 4–6-year-olds, and opening more units in even more areas of deprivation, we're making more of a difference than ever.

Visit the Scouts online [here](#) for more on our values and [#SkillsforLife](#) strategy.



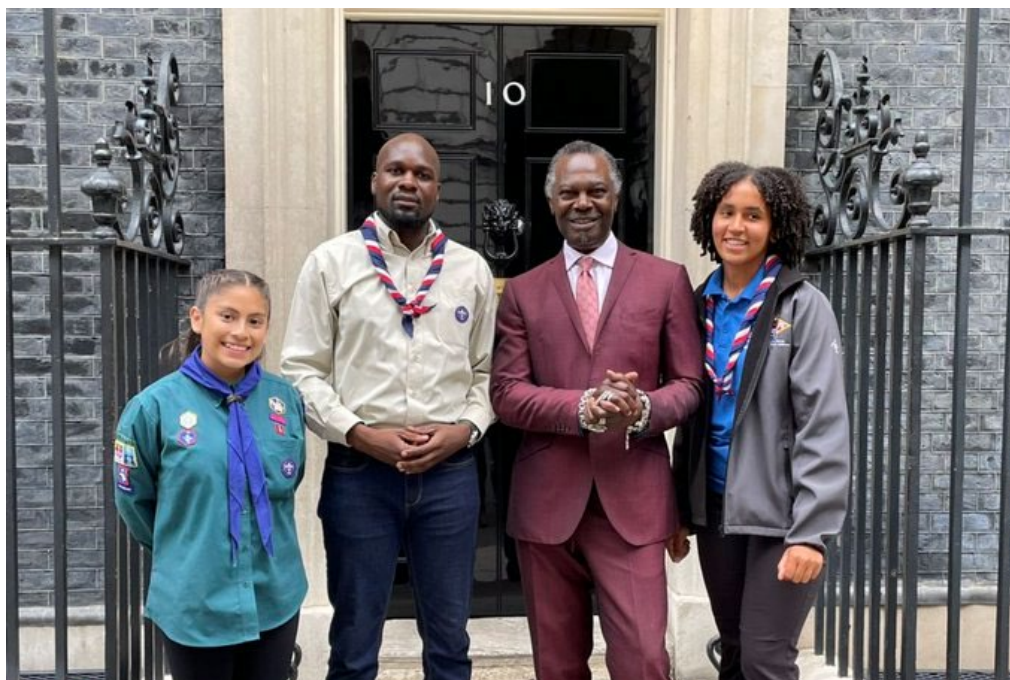
Carl Hankinson, UK Chief Commissioner



Matt Hyde, Chief Executive

'At a time when communities sometimes feel divided, Scouts brings people together. We're building stronger communities and contributing to a stronger society.'

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Scout Ambassador, Dwayne Fields, Polar Explorer & TV Presenter (second from left) with celebrity chef Levy Roots (third from left) with our Scouts at 10 Downing Street, London UK

You'll be helping change young people's lives. But what else is there for you?

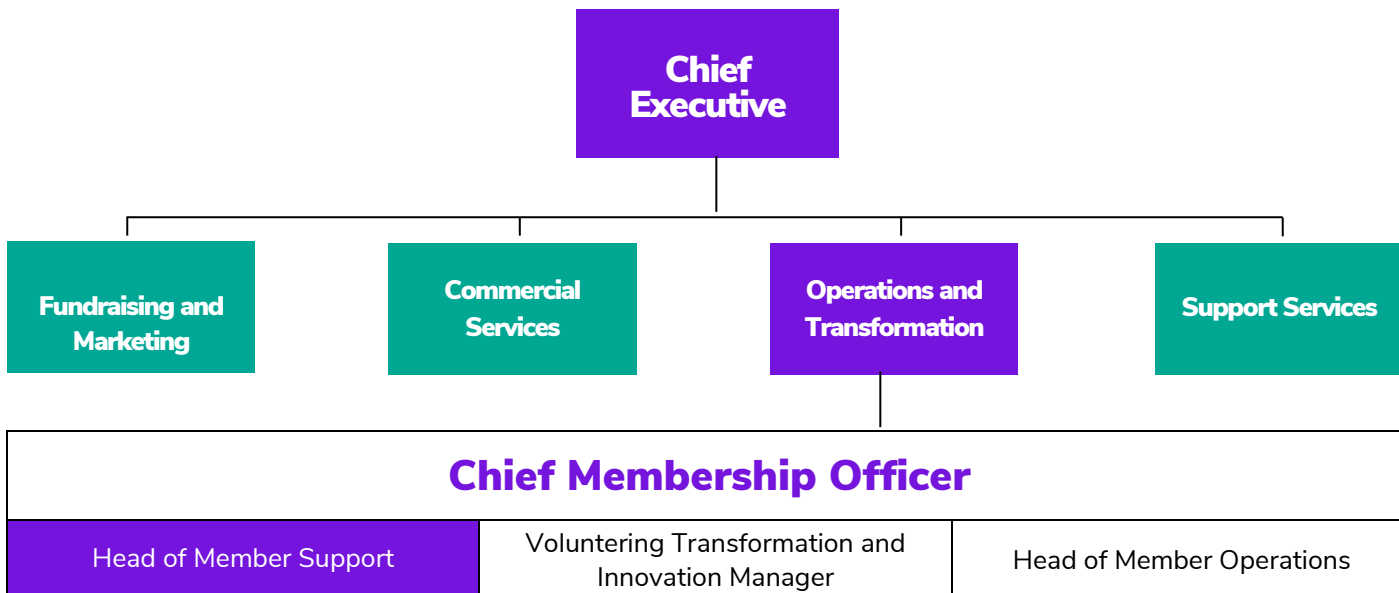
- Work in a way that suits you, your role and your department
- Be proud to say you're part of a team with [Investors in People \(Gold\)](#)
- Plenty of opportunity for learning and development
- 25 days holiday a year, plus bank holidays rising to 28 days after two years, then increasing again to 32 days after five years (and we don't insist you go camping)
- Four extra days to look after your family when they need you
- Three extra days over Christmas (that's our gift to you)
- When you're at the office, you'll be surrounded by 100 acres of beautiful woodland (that means lovely lunchtime walks)
- Be part of a team that believes having fun's important too, with team days, charity days and our new interactive Scout-themed collaboration hub (think tents!) creating a great informal environment for meeting and working – this'll be opening soon

Want to know more?

Check out our [benefits page](#)

How we're structured

Our UK headquarters is based at Gilwell Park, Chingford, London, and is divided into four directorates:



Member Support Team Structure:



We're the Three Counties Team.

We're doing well, but you can help us do better.

Thank you for showing an interest in working for the Scouts. Working with The Three Counties Development Support Team is a fantastic opportunity to join a friendly and enthusiastic team. We are a funded project working in the local areas of Avon, Somerset & Gloucestershire.

This role of Development Team Leader is for the area of Gloucestershire. We are looking for someone who can lead a team to support and deliver the project objectives and targets. .

We are looking for someone who is motivated and has good communication skills who can work with young people and local volunteers to open new provision or support assisting Scouting. You will be organising and helping the team to deliver school assemblies, adult information evenings, open events, programme planning session and the promotion and advertising of all our events.

If you are interested and live in the project area of Gloucestershire and you hold a full UK driving licence and have use of a motor vehicle then please apply.

Coralie Thompson
Development Team Lead Officer – South
Three Counties Development Support Team



About the role

Responsible to:	Three Counties Development Team Lead Officer
Department:	Member Support Operations
Base Location:	Home working with travel around Gloucestershire
Term:	Fixed term until end of September 2023
Salary:	£11,958.86 per annum Band B, Level 3, which is pro rata of £20,928 per annum
Hours:	20 hours per week (Flexible)
Line Management Responsibility:	Up to 1 Direct Report
Internal Relationships:	Wider Membership Directorate
External Relationships:	Local Volunteers
DBS:	Enhanced

What's expected?

The purpose of the role is to lead a team to support and deliver new Scouting Provision across the project area (Gloucestershire). To help deliver the project objectives and targets, working in partnership with Regional, County and District Commissioners, Project Working Group, Three Counties Team Lead Officer, and development team members to realise agreed sustainable growth targets.

The role will be a fundamental part of taking scouting to new and under-represented communities and will involve working directly with both adults and young people to run and support youth provision.

The induction programme and ongoing support for the role will provide a range of training in the following areas: leadership, communication skills, project planning and organisation, presenting and training delivery, working with young people, working in a team, creative thinking and problem solving methods as well as support with IT knowledge.

Because of the nature of the role you will need to be self-motivated and able to work remotely from home with regular daytime and evening work out in communities supporting them to create Scouting provision.

Key accountabilities

With the Development Team Lead Officer and District Commissioner:

- Ensure the good and safe running of the youth sections in accordance with POR responding to the current needs of the Group.
- Work together to ensure problems and challenges are overcome.
- Support Group events.
- Welcoming new adults and young people to Scouting.

Deliver and Lead The Development Team to:

- Drive and coordinate a set of new provision projects.
- Undertake events to attract young people to scouting (e.g. school assemblies).
- Promoting Scouting through different mediums in the area where a new section is opening.
- Supporting and running open evenings and taster sessions for adults and young people.
- Recruiting adults and converting parents in to volunteers.
- Mentoring and inducting new adults in partnership with the Appointments Advisory Committee and Training Team.
- Assisting groups to write and implement programme plans.
- Running the new section alongside the new adults for a period of time, enabling sustainability following 'handover'.
- Any other duties as may reasonably be required by the Three Counties Team Lead Officer.

About you

You will be motivated with a determination to make things happen. Passionate about Scouting Values and bringing positive activities to new communities.

Possess a high level of communication skills to build effective relationships with a wide range of people including; young people, potential adult volunteers, existing volunteers, community representatives.

Have a willingness and potential to learn and develop from the experience. Be able to work as part of a team but also be motivated enough to work independently of direct supervision.

Skills and abilities

- Work independently of direct supervision
- Able to plan and organise own diary system and travel
- Work as part of a team

Knowledge, experience and qualifications

- Must live in a geographical location to enable effective support to volunteers in the Gloucestershire area
- Able and willing to work at least two to three evenings a week and occasional weekends
- Have a full driving licence and access to a vehicle for work

Personal qualities

- Be enthusiastic and able to enthuse and motivate others

How to apply

Before making an application, please make sure that you've read the [Recruitment and Selection Policy](#).

Please submit an application via the Smartsheet link on [our jobs page](#) by 11:59pm on Sunday 4th December 2022

To help us monitor the application of our [Equality, Diversity & Inclusion Policy](#), we'd be grateful if you'd also complete the Recruitment Monitoring questions on the Application Form.

Interviews will be held week commencing 5 December 2022.

If you'd like to find out more to see if this role suits you, we'd be very happy to have an informal chat; please contact recruitment@scouts.org.uk to set up a call or virtual meeting.

