

We need leaders who can inspire our team so we can provide more young people with skills for life.



Growth Manager – Scouts & Explorers

London & East of England

Applicant Information Pack



INVESTORS IN PEOPLE™
We invest in people Gold



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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.'

Carl Hankinson, UK Chief Commissioner



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

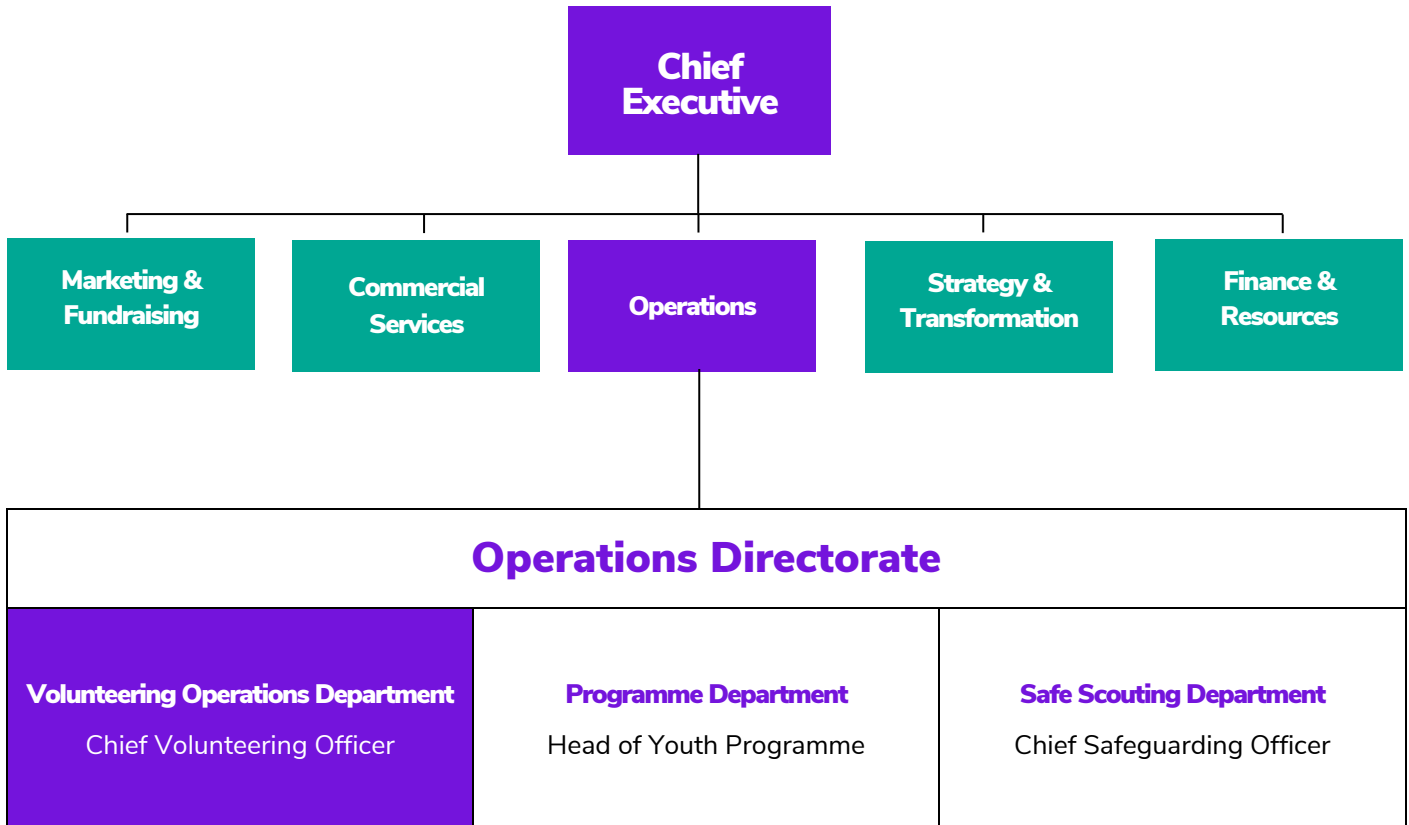
- Work in a way that suits you, your role and your department
- Be proud to say you're part of a team with [Investors in People \(Gold\)](#)
- Plenty of opportunity for learning and development
- 28 days holiday a year, plus bank holidays rising to 32 days after two years, and we don't insist you go 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 at Gilwell Park, 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 Google offices with tents!) creating a great informal environment for meeting and working – this'll be opening soon

Want to know more?

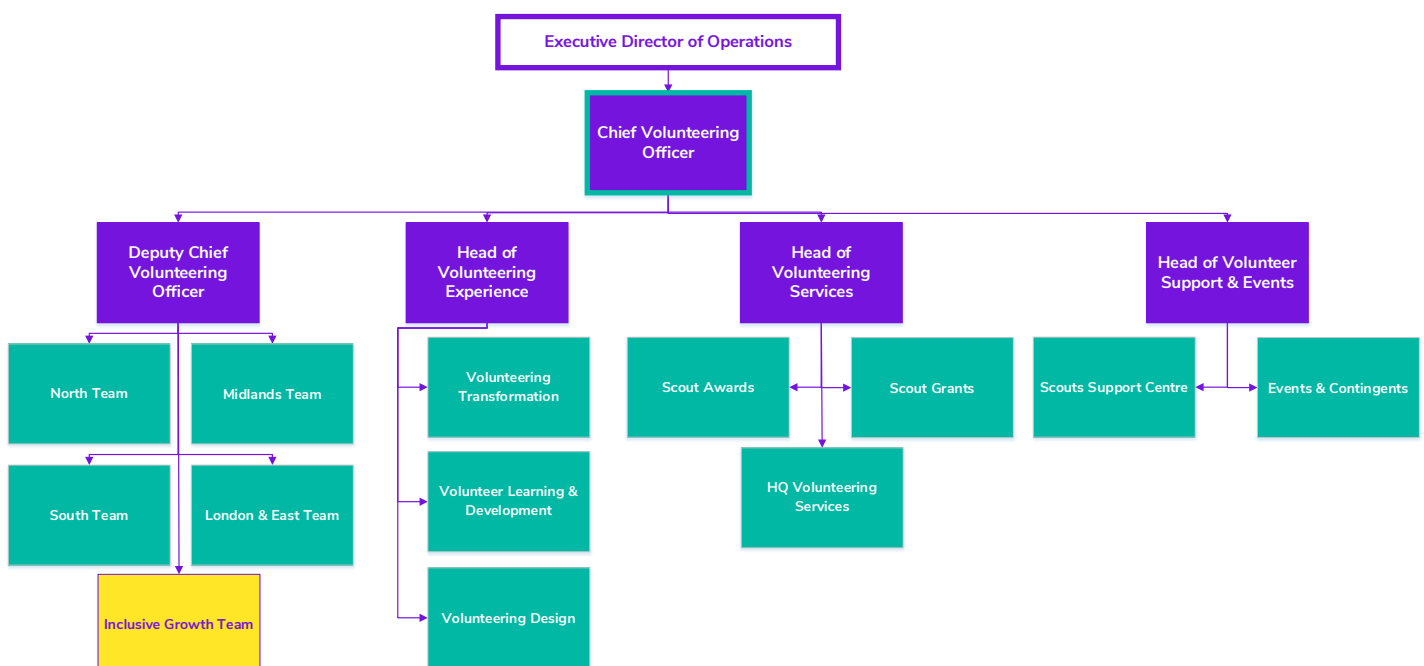
Check out our [benefits page](#)

How we're structured

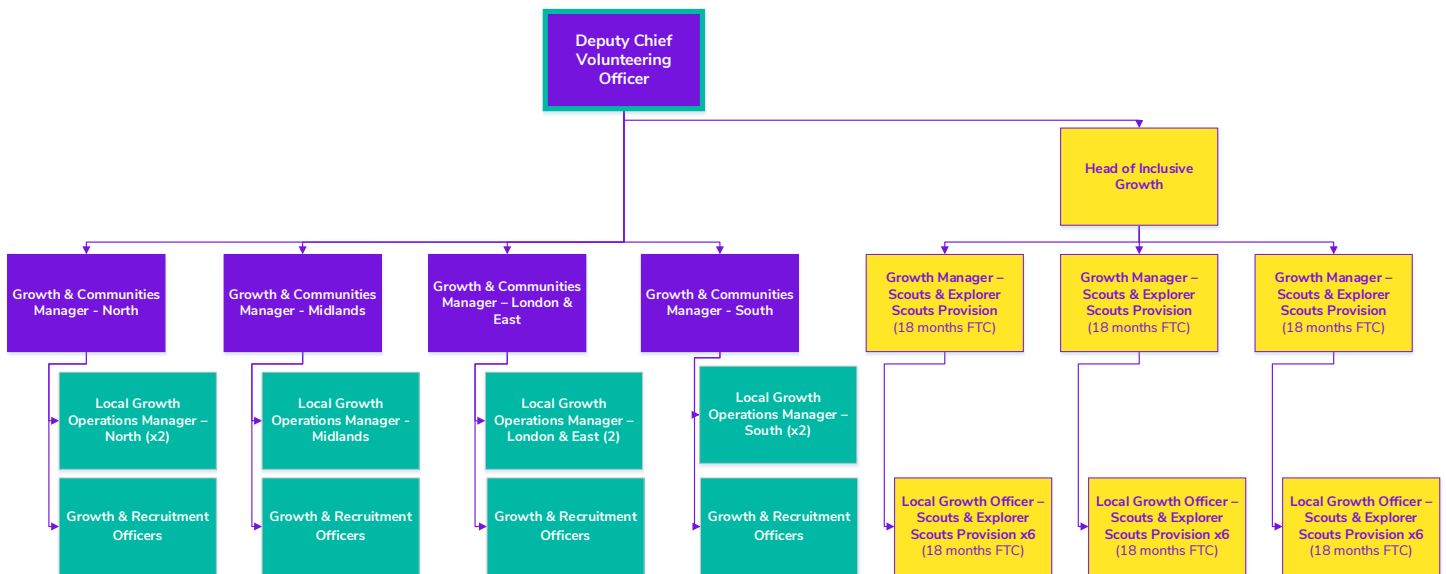
Our UK headquarters is based at Gilwell Park, Chingford, London, and is divided into five directorates:



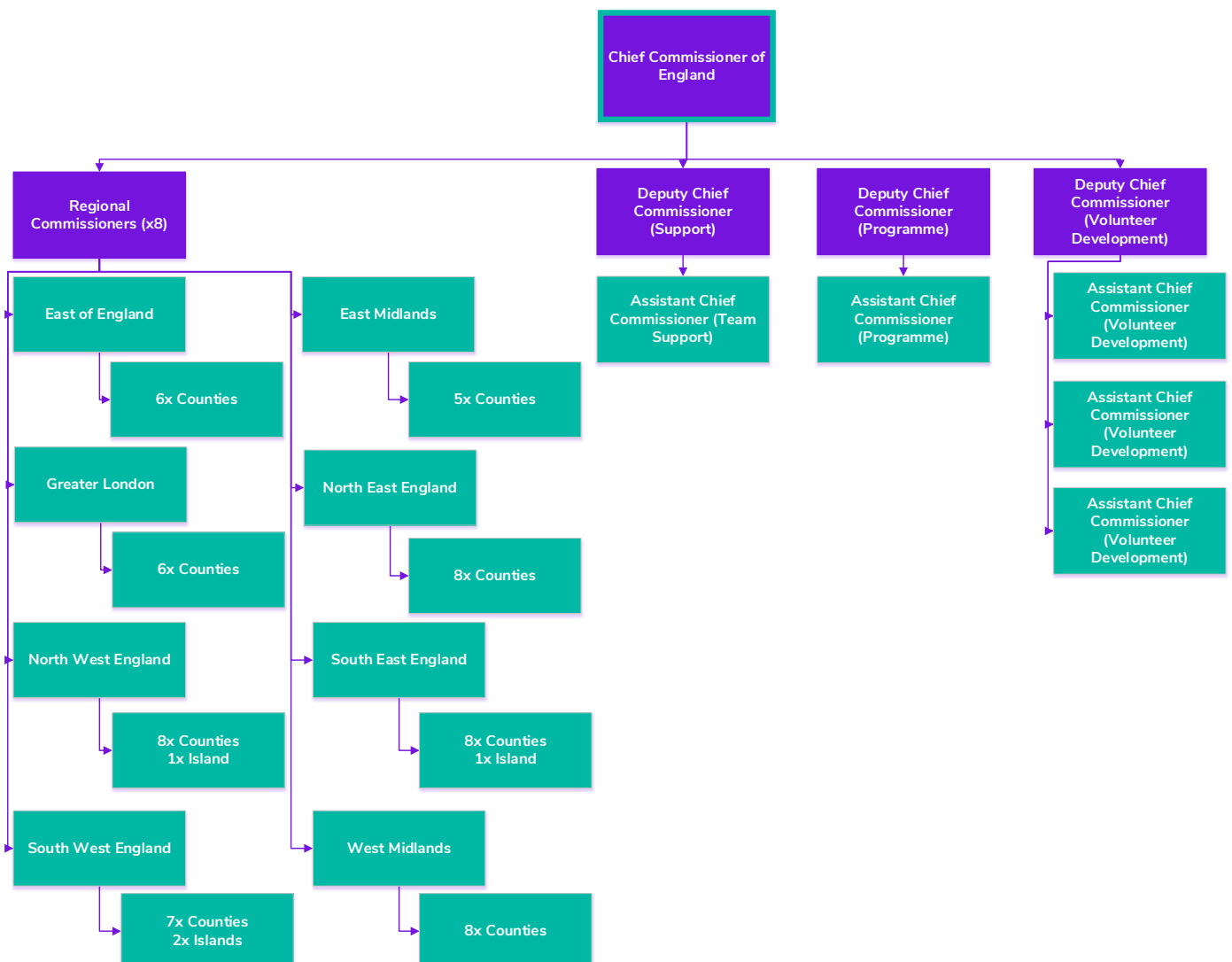
Volunteering Operations Department Structure:



Growth & Communities Team Structure:



Our England Lead Volunteers Team Structure:



Introducing the Volunteering Operations Department

The Volunteering Operations Department is all about our volunteers and the volunteering experience, comprised of three teams, we work collaboratively with staff and volunteer colleagues across Scouts' UK Headquarters to provide the resources, advice and services which drive inclusive recruitment and retention of volunteers and youth members for Scouts to grow across the UK. We work in partnership with our UK Headquarters volunteer colleagues (Lead Volunteers, Commissioners and Trustees) to provide the infrastructure and resources to ensure we provide a brilliant volunteering experience for our 140,000 adult volunteers who deliver Scouting activities to young people day in day out.



Sam Morris
Chief Volunteering Officer

We are organised across three main teams; our Growth & Communities Team works across England to grow our membership by setting up new Scout Groups and support lead volunteers to be effective in their roles; our Volunteering Services Team provides all of our front-line day to day volunteer services including our scouts support centre, grant funding for local Scouting, volunteer awards, support for our UK Headquarters volunteers as well as the national and international events that we manage at a UK level; finally our Volunteering Experience Team are responsible for the design and development of the way volunteering looks and feels at the Scouts, maintaining and producing key resources and policies, as well as leading our current transformation work to improve our overall volunteering experience.

If you're someone who loves to throw themselves into everything going on across the organisations you work for then the Scouts and specifically our Department is a great place for this, with such a wide variety of different work and activities going on all the time across our teams there are a lot of opportunities; from contributing to new ways of working, supporting at events we run and sharing knowledge and experience of working with volunteers with our wider staff and volunteer teams across the Scouts. We have a friendly and social team of people and we work hard to make sure our remote-based colleagues feel included and part of our wider team, whether that's through informal social activities or our regular face to face department days.

If you're looking for your next challenge with a team of talented, passionate and fun people, committed to making a difference for young people within a values-based culture then we'd love to hear from you.

We're the Growth & Communities Team.

You can inspire our team to be the best they can be.

Through the incredible efforts of our volunteers and staff team we are helping more young people gain skills for life. We offer young people skills, friendship and a powerful sense of belonging. We offer a great programme, create new spaces for young people to join, and recruit new volunteers to support them. We have grown 16% in the last year but there's much more to do with 90,000 young people on waiting lists who are missing out on the opportunities we offer.

Our team achieves growth by working with local communities to open new provision across England. We induct and coach volunteer managers, create growth resources and online toolkits, deliver workshops and use a community based approach to open new provision, connect communities and build a stronger society. We're curious, passionate and tenacious about making sure new provision **reaches young people from all backgrounds**. This role is critical to achieving our ambition of opening 500 more sections in low income communities and attracting members from Black, Asian Minority ethnic families. With that in mind, we are keen to ensure that our team is representative of the communities we serve, so encourage applications from people from Black, Asian and minority ethnic background.

We secure partnerships that unlock new resources and funding for Scouting to grow and thrive. We help volunteers change lives, and we make no apologies for taking that seriously.

We have fun, and we're flexible. Our team is full of great people who want to enjoy their time at work. We trust our people to work in a way that makes their personal lives easier but still gets the job done. It doesn't happen often, but when things are tight we pull together to put in the extra time to get the job done.

We work hard to keep ourselves, and people around us, at our best. Whether it's taking the time during working hours for professional development, or making sure we call out amazing work by our colleagues, we help our people to succeed.

We celebrate working in partnership with volunteers. We're conscious of just how much time and energy local volunteers give to Scouting, and so think carefully about balancing getting things done, with doing things in the right way. Partnership, engagement and thinking a few steps ahead are all part of the job.

Thanks to the Uniformed Youth Fund from the Department for Culture, Media and Sport, we are expanding our team to further our work over the next two years. As the Head of Inclusive Growth, you'll be responsible for ensuring that by 31st March 2025, we create 7,220 new places for young people ages 10 – 18, and 1,266 places for Adult Volunteers in areas of Multiple Deprivation (IMD) 1-5 and areas eligible for the Youth Investment Fund in England where we have waiting lists. You'll achieve this in collaboration with colleagues from across the movement, while directly leading a dispersed team of three Growth Managers, each of whom will manage a team of six local officers.

Without exception, our team is full of passionate, talented and caring people. We achieve amazing things. And we would like you to join us.

About the role:

Growth Manager – Scouts & Explorers

London & East

Responsible to:	Head of Inclusive Growth
Directorate:	Operations
Department:	Volunteering Operations
Function:	Growth & Communities
Base Location:	Home Based within London & East of England
Term:	Fixed-Term Contract – to March 2025
Salary:	£45,121 per annum, Band G Level 3
Hours:	35 hours per week (including some evening and weekends)
Line Management Responsibility:	Up to 8 Local Growth Officers
Budgetary responsibility:	Responsible for managing agreed income/expenditure budgets within agreed authority limits.
Internal Relationships:	England Leadership Team, Regional and County Commissioners in England; Heads of Departments; Headquarters staff; Strategic Fundraising Team
External Relationships:	Equivalent staff in organisations from the wider voluntary/third sector; suppliers and contractors for services, funders
Regulated role:	Yes – an Enhanced DBS check is to be completed as per The Scouts Association's Recruitment and Selection Policy

The above list is provided for guidance only and is not an exhaustive list of all the contacts with whom the postholder may be required to liaise.

Core Purpose of the Role

As a Growth Manager – Scouts and Explorers, you will be leading a team who deliver exceptional quality support for local Scouting, pro-actively helping Counties and Districts achieve their growth ambitions focusing specifically on opening new sections for our Scout and Explorer Scout age ranges (10-18) by collaborating with local volunteers and our Growth & Communities Managers who hold relationships with lead volunteers within each Region in England.

Your team will provide practical 'hands on' support that create new spaces for young people to join, and recruit adult volunteers to support them, prioritising lower income communities and Black, Asian minority ethnic families for young people aged 10+ to address current waiting lists and where demand currently outweighs the supply of Scouting provision.

You will form productive partnerships with our local key volunteers and help support the wider work of the Growth & Communities Team, Volunteering Operations Department, and Operations and Strategy & Transformation Directorates at Scouts.

Key accountabilities

- Ensure the delivery of our new provision targets to open new Scout and Explorer Scout sections in assigned area by providing leadership, management and support to the assigned Local Growth Officers, ensuring that they deliver against their individual targets.
- Take responsibility for the effective management (including target setting and performance management) of Local Growth Officers working across the allocated geographic area using organisational recording and reporting tools.
- Produce regular progress reports against targets and within agreed timescales as part of our organisational requirement to our funders.
- Work with other Growth Managers and colleagues within the Growth & Communities Team to identify, capture and showcase examples of good and emerging new practice in opening Scouts in currently underrepresented communities for wider dissemination among staff colleagues and volunteers across the movement.
- Work collaboratively with the Growth & Communities Managers across the relevant geographic areas to identify opportunities for opening new Scout Troops and Explorer Scout Units.
- Provide strategic support to the Local Growth Officers to increase volunteer capacity and future volunteer pipeline to ensure Scouting is more present and representative of its community.
- Work with the relevant local lead volunteers, to understand their current community reach and identify opportunities for growth and impact for Scouts and Explorer Scouts within their local areas.
- Work with other staff from the Volunteering Operations Department, Operations and Strategy & Transformation directorates and across UK Headquarters to plan, promote and implement growth initiatives and projects.
- Play an active role in the leadership team for the Growth & Communities Team, deputising for the Head of Inclusive Growth and supporting Growth & Communities Managers with engagements with lead volunteers and other stakeholders.
- Represent UK Headquarters and its departments in English Regions and Counties, advising on trends and issues through regular reports. Contribute to the national debate on the growth of Scouting.

- Manage, administer and maintain an effective home-based office, regional reporting tools and budgets.
- Participate in an out of hours on-call rota to provide staff support for critical incidents.
- Provide volunteers with support for critical incidents (excluding Safeguarding issues) and their follow-up.
- Any other accountabilities commensurate with the general level of responsibility of the post.

About you

Skills and abilities

- Ability to lead and manage a team of up to 8 direct reports, managing performance effectively, setting clear expectations and objectives, managing competing priorities and balancing differing needs
- Possess high level of relationship skills to ensure effective relationships with a wide range of people from young people to Chief, Regional, County and District Commissioners to leaders of faith communities and external bodies
- Develop effective internal relations with other departmental entities to ensure seamless project delivery.
- Ability to manage a diverse and complex workload and reach targets that are set within deadlines
- Able to support volunteers with critical incident management
- Able to work as part of a wider management team
- Work independently of direct supervision
- Provide own administrative support

Knowledge, experience and qualifications

- An understanding of most, if not all the following issues: growth, rural communities, urban communities, low income communities, minority ethnic communities, schools, local authority youth and community service, partnership projects
- Experience of effectively developing high performing teams whilst instilling a strong sense of accountability and empowerment in a values based culture
- A track record of running highly effective funded projects and delivering on funded project objectives
- Experience of working with volunteer groups or organisations and young people age 10+

Personal qualities

- A self-aware, positive and approachable leader
- An effective leader who is assertive, energetic, determined, robust and sufficiently resilient to cope with the demands of the role
- An excellent role model who promotes high standards of integrity, and commands trust and confidence from others
- Open, confident and collegiate with the ability and willingness to challenge constructively, and to receive challenge, and to work effectively at senior levels internally and externally

Other essential criteria

- Able and willing to work frequent evenings and weekends
- Able and willing to travel extensively, including spending frequent nights away from home
- Full UK driving licence
- Live in a geographical location to enable effective management of staff and liaison with volunteers in the relevant locations

How to apply

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

Please submit an online application via our website.

Application deadline: **Midnight 28th August 2023**

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 at Gilwell Park, Chingford on Monday 11th September.

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 Jemma.Shaw@scouts.org.uk to set up a call or virtual meeting.

