

We need people who are great with people.



Head of Movement Support & Growth Applicant Information Pack



INVESTORS IN PEOPLE™
We invest in people Gold



Hello and welcome	3
What's in it for you?	4
The structure and team	5-7
The role	8-10
How to apply	

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

We're Scouts and everyone's welcome here - all genders, races and backgrounds, as well as disabilities and those from the LGBTQ+ community. 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.

We were voted Charity of the Year in 2022 and we are accredited with Investors in People Gold Standard.

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 Volunteer



Aidan Jones, 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



Chief Scout, 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?

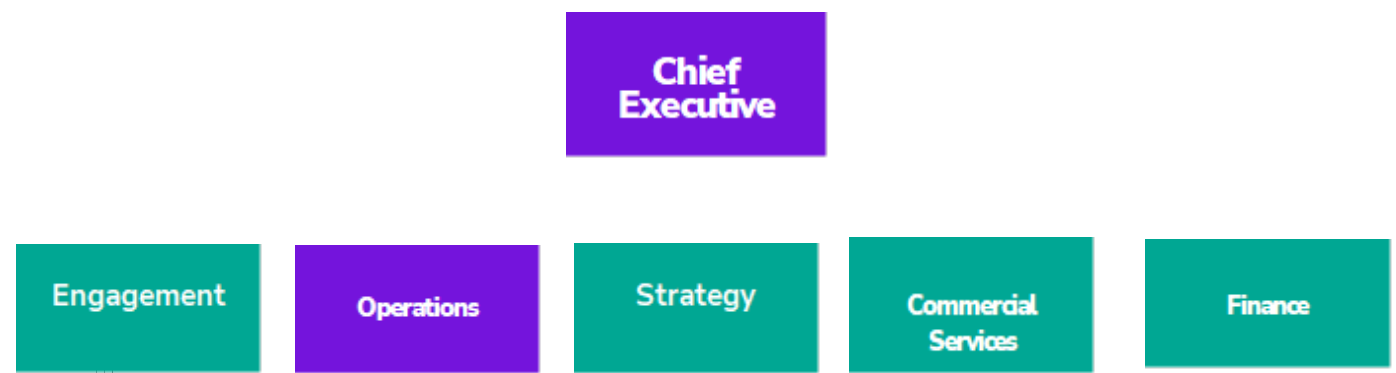
- Work in a way that suits you, your role and your department
- Be proud to say you're part of a team with [Investors in People \(Gold\)](#)
- Plenty of opportunity for learning and development
- 28 days holiday a year, plus bank holidays rising to 32 days after two years, (and we don't insist you go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

Want to know more?

Check out our [benefits page](#)

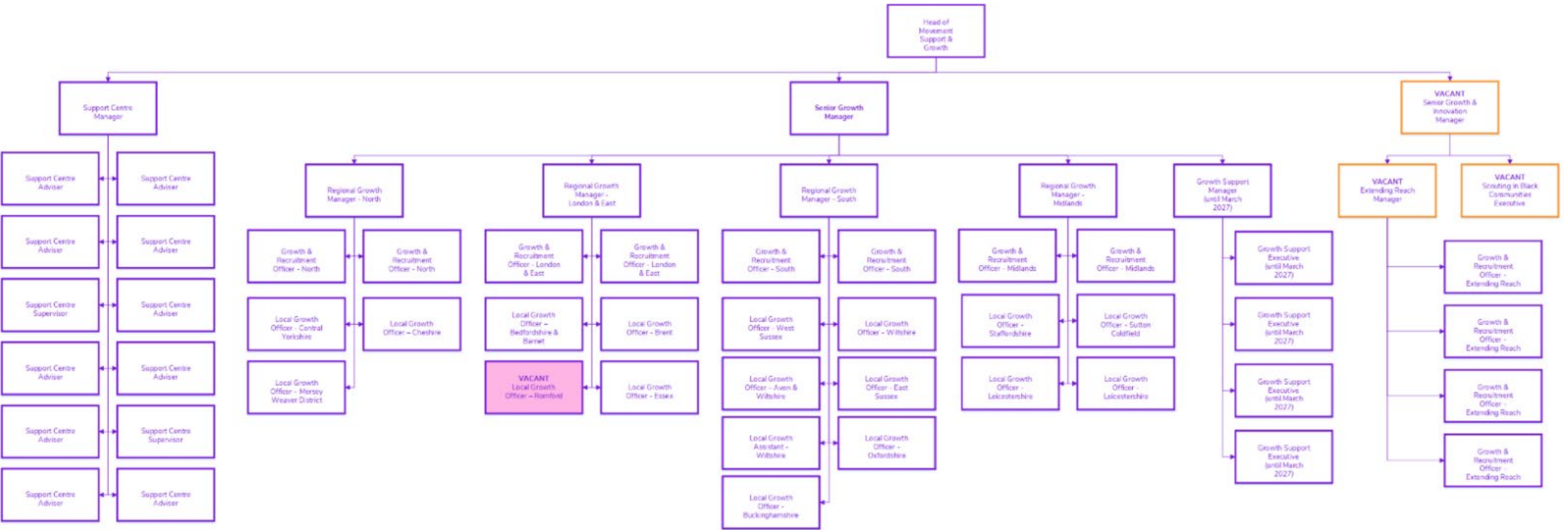
How we're structured

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



Operations Directorate				
Movement Support and Growth	Safeguarding	Resilience and Safety	International and Events	Volunteering

Movement & Support Department Structure:



The Movement Support & Growth Team.

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

Movement Support & Growth exists to support local Scouting in meaningful ways, creating the conditions in which Scouting can be successful and membership can grow.

Working as one team with volunteer leadership, including the Chief Volunteer for England, the England Leadership Team and the UK Lead Volunteer for Growth & Race Equity, the department focuses on enabling strong, sustainable local Scouting rather than delivering activity in place of volunteers. Leadership of Scouting sits with volunteers at local, County, Regional and national levels; the role of staff is to enable that leadership by reducing barriers, strengthening capability and targeting support where it can have the greatest impact.

The department operates a needs-based, impact-led system of support, recognising that resources are finite and must be focused intentionally. Rather than providing uniform support everywhere, Movement Support & Growth prioritises effort based on need, opportunity and readiness, working in partnership with volunteer leaders to agree where targeted intervention will make the greatest difference for young people and volunteers.

Movement Support & Growth brings together three closely connected elements:

- A **UK-wide Support Centre**, providing frontline support to volunteers and the public across England, Scotland, Wales, Northern Ireland, British Scouting Overseas and British Overseas Territories. The Support Centre acts as the front door to support, resolving first-line issues, escalating complex queries appropriately and providing insight into pressures across the movement.
- A **Growth Team** that holds UK-wide subject-matter expertise in key areas including leadership team induction, volunteer recruitment approaches, growth and development planning, volunteer recruitment tools and the Volunteering Opportunities digital tool. This expertise is shared in partnership with staff colleagues across the Nations and overseas, supporting coherence while respecting devolved delivery.
- **Targeted Growth**, delivering focused, time-bound work in communities where additional support is required to address barriers to participation and enable Scouting to better reflect the communities it serves. This includes targeted work in Muslim communities and the restarting of the Scouting in Black Communities pilot, working closely with the UK Lead Volunteer for Growth & Race Equity to capture learning and inform future approaches.

In England, Growth delivery is undertaken in close partnership with the England Leadership Team. Regional Lead Volunteers lead Counties across England, supported by staff who bring expertise, coordination and targeted capacity. Movement Support & Growth plays a central role in strengthening County and District Leadership Teams, with clear subject-matter expertise held by staff to support effective recruitment, induction and early development of Lead Volunteers and their leadership teams.

Where local ambition and resource exist, Counties and Districts may choose to invest in locally employed growth staff to provide sustained, place-based capacity. Movement Support & Growth provides the frameworks, expertise and alignment to ensure these roles are effective, ethical and focused on long-term sustainability. By working as one joined-up department, across Support Centre, Growth and Targeted Growth, and as one team with volunteer leadership, Movement Support & Growth enables local Scouting to thrive in ways that are meaningful, sustainable and led by volunteers.

About the role

Head of Movement Support and Growth

Responsible to:	Executive Director of Operations
Department:	Operations
Base Location:	Gilwell Park, Chingford, E4. The role holder will be expected to spend a minimum of two days per week on-site at Gilwell Park. Regular weekend and evening work will also be required, for which time off in lieu will be given.
Role supports hybrid working:	Yes – click here for further details
Term:	Permanent
Salary:	£73,000 per annum, Band I plus £5k car allowance.
Hours:	35 hours per week
Line Management Responsibility:	Yes- Support Centre Manager, Senior Growth & Innovation Manager, Senior Growth Manager.
Budgetary Responsibilities:	Responsible for managing agreed income and expenditure budgets within delegated authority limits.
Internal Relationships:	UK Leadership Team; England Leadership Team; Regional and County Lead Volunteers in England; Executive Leadership Team; Heads of Departments; Headquarters staff; staff in Devolved Nations; and Strategic Fundraising Team.
External Relationships:	Equivalent senior staff in voluntary/third sector organisations; suppliers and contractors; funders. Equivalent senior staff in voluntary/third sector organisations; suppliers and contractors; funders.
DBS:	Enhanced

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

This role will be responsible for working in partnership with volunteers to drive the growth of scouting across the UK, and supporting our movement locally. The role will lead a team focused on providing support to recruit and induct lead volunteers, sustain existing sections, open new provision and support the movement to reduce our waiting lists. It will lead our targeted work in areas and communities that have traditionally not experienced scouting. Drawing in additional funding from the movement and beyond this role will ensure that this team works collaboratively with volunteers at a range of levels to deliver our strategic growth ambitions.

This role leads the team responsible for providing support to the movement at all levels (via the Support Centre) and particularly to Regions, Counties, Districts and Groups within England, working collaboratively with the Chief Volunteer for England. It will take learning from the requests for support to constantly develop, improve and enhance the service offered to the movement.

The Head of Movement Support and Growth will play a key role in supporting the delivery of TSA Strategy and deputise for the Executive Director of Operations where required.

Key accountabilities

- Lead the development of coordinated plans for growth across the movement
- Lead and commission research to understand growth and decline across the movement
- Work collaboratively to respond to areas of demand from young people that we're unable to meet
- Lead the development of tools, products and services that enable the movement to grow sustainably
- Collaboratively lead the development of targeted approaches to inclusion ensuring the movement offers a welcoming environment for all and is increasingly reflective of the population of the UK
- Instil an agility within the team to enable effective responses to changing demand from the movement and young people
- Provide support to the Chief Volunteer for England, leading a team who will build partnerships with Regional Lead and County Lead volunteers across England
- Lead the effective delivery and continuous improvement of the Scout Support Centre, ensuring a high-quality service is consistently offered to the movement
- Support the recruitment, induction and on-going development of senior volunteers across the UK (Nations, Regions, English Counties and Districts), including in local governance
- Continue the development of a learning culture, using data and insights to effectively to improve and enhance the support provided to the movement
- Any other accountabilities commensurate with the general level of responsibility of the post.

About you

Skills and abilities

- Excellent communication and interpersonal skills
- Strong agile, project and programme management skills
- Strong analytical skills
- Exceptional EDI skills, including cultural awareness

- Ability to co-create and work collaboratively with a range of stakeholders, in particular volunteers
- Excellent financial management skills
- Ability to lead and inspire a large, geographically dispersed team
- Ability to foster strong working relationships with external funders, ensuring projects are delivered effectively

Knowledge, experience and qualifications

- Track record in a similarly complex leadership role
- Experience of monitoring complex project delivery and building a high performing culture
- Experience of managing complex externally funded relationships
- Extensive project management experience
- Experience of negotiating with and building highly effective relationships with a range of stakeholders
- Experience of delivering projects/ programmes to time, budget and meeting stretching targets
- Experience of building high performing teams

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
- Able to maintain an up to date knowledge of technical competency areas and take a proactive approach to self-development and performance improvement
- Ability and willingness to work evenings and weekends
- Able and willing to travel extensively, including spending frequent nights away from home

Other Essential

- Full UK driving licence
- Able and willing to work frequent evenings and weekends

BEHAVIOURS:

We expect all our people to live our values, demonstrate excellence, demonstrate commercial nous, depending on the level of the role, and understand how to act and, where appropriate, lead inclusively

Equity, Diversity & Inclusion

The Scouts is an equal opportunities employer and we are committed to fostering an inclusive environment where everyone feels valued and empowered to contribute. We offer flexible working arrangements to support diverse needs and lifestyles, ensuring that our teams can thrive both professionally and personally. We welcome and encourage applicants from all walks of life, believing that varied perspectives strengthen our innovation and community. Your unique experiences and ideas are essential to our success, and we look forward to hearing from all voices.

How to apply

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

Please submit an application by 11:59 pm on Wednesday 21st October 2026.

Scouts is an inclusive organisation, and we are committed to creating a recruitment process that is accessible to everyone. If you need support during the application process, please email recruitment@scouts.org.uk and we will endeavour to support your accessibility needs.

If you are shortlisted for an interview, we will ask you whether you require any adjustments or support to participate fully in the selection process.

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 between Friday 6th November and week commencing Monday 9th November 2026

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 virtual meeting.

INVESTORS IN PEOPLE™
We invest in people Gold