



Extending Reach Manager

Applicant information pack

Join our UK Movement Support
& Growth Team

Scouts 

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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, 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 Volunteer



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.

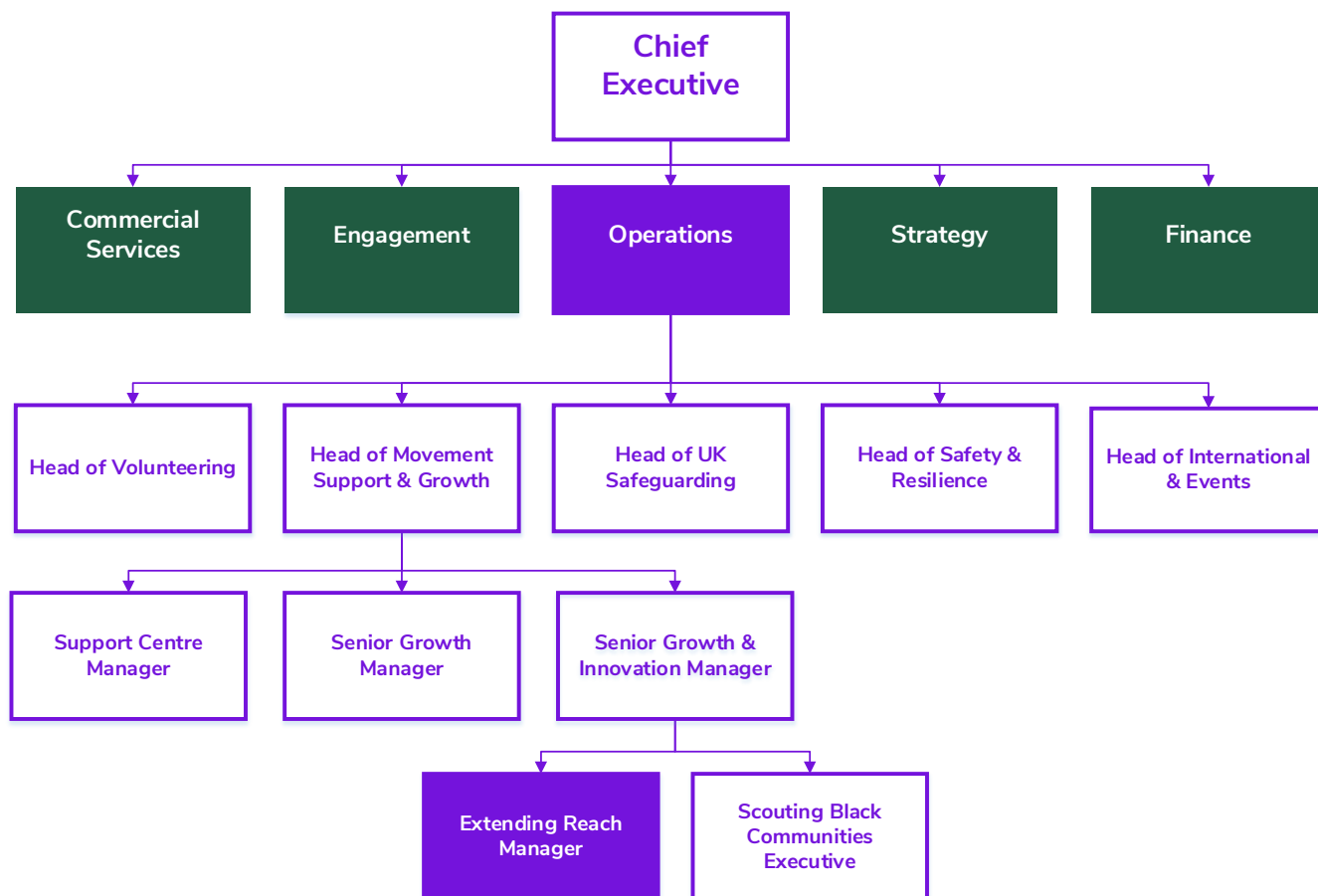
Want to know more?

Check out our [benefits page](#)



How we're structured and where this role fits in

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



The Movement Support & Growth Department

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, Funded and Innovative 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, Funded and Innovative 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 job:

Extending Reach Manager

Responsible to:	Senior Growth & Innovation Manager
Directorate:	Operations
Department:	Movement Support & Growth
Function:	Targeted Growth & Innovation
Base Location:	Home Based with regular travel to Gilwell Park (at least monthly)
Term:	Permanent
Salary:	£37,800 per annum Band F Level 3 - (Homebased)
Hours:	35 hours per week
Line Management Responsibility:	4x Growth & Recruitment Officers – Extending Reach
Budgetary responsibility:	None
Internal Relationships:	Movement Support & Growth Team, Programme Team, Communications Team, Resilience & Safety Team, Safeguarding Team, England Leadership Team, Regional Lead Volunteers, County Lead Volunteers, EDI Team, Muslim Scout Fellowship, Nations Staff and Volunteer Leadership – Wales, Scotland, Northern Ireland, British Scouting Overseas (BSO), Data & Insights, Volunteering Team.
External Relationships:	Equivalent staff in organisations from voluntary/third sector; Government agencies and organisations; National and Local Muslim Organisations and Communities; funders and contracted agencies.
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 post holder may be required to liaise.

Core purpose of the job

The Extending Reach Manager is Scouts' lead professional expert for Muslim community growth and engagement.

Working within the strategic direction set by the Senior Growth & Innovation Manager, the role is responsible for developing, delivering and continuously improving approaches that increase participation, representation and sustainable growth within the diversity of Muslim communities across different local contexts within UK Scouting.

The postholder leads a team of Growth & Recruitment Officers and works collaboratively with volunteers, community organisations and colleagues across Scouts to create opportunities for more young people and adult volunteers from Muslim communities to benefit from Scouting.

The role acts as a key source of expertise and advice on Muslim community engagement, supporting volunteers and colleagues to develop their confidence, cultural competence and understanding of effective approaches to growth that is accessible, equitable and responsive to local communities.

A core aspect of the role is capturing insight, learning and evidence from growth activity, ensuring successful approaches are shared and embedded, and that emerging opportunities, challenges and innovation inform future practice, organisational decision-making and funding opportunities.

The role works closely with the Muslim Scout Fellowship National Support Team, volunteer leadership teams and colleagues across the Movement Support & Growth Department to ensure a joined-up approach that strengthens Scouting's relevance, accessibility and impact within Muslim communities.



Key accountabilities

- Lead the development and delivery of annual operational plans for Muslim community growth, contributing expertise and insight to wider targeted growth priorities across all four nations of the UK and UK Scouting overseas.
- Support the creation of new sections, groups and provision within Muslim communities and contribute to the sustainable growth of existing provision, ensuring that they are closely linked up and incorporated within local Scouting's network and structures and signposted to support from the Muslim Scout Fellowship.
- Manage a pipeline of growth opportunities, ensuring activity is prioritised effectively and resources are deployed where they will have the greatest impact.
- Act as Scouts' lead staff specialist for Muslim community growth and engagement, providing specialist advice, guidance and support to volunteers and colleagues across the organisation.
- Promote culturally competent approaches to growth and volunteer engagement, helping Scouts become more representative, accessible and relevant to Muslim communities.
- Develop practical resources, tools, guidance and case studies/learning that support local volunteers to engage effectively with Muslim communities.

- Develop and maintain productive relationships with national and local Muslim community organisations, networks and stakeholders to support sustainable growth opportunities and strengthen community engagement.
- Work collaboratively with the Muslim Scout Fellowship and volunteer leadership teams to identify opportunities, identify and address structural, practical and cultural barriers to participation and support local growth activity.
- Provide leadership, coaching and performance management to Growth & Recruitment Officers, ensuring delivery is aligned to agreed priorities, standards and outcomes.
- Build capability within the team, fostering a culture of learning, collaboration, accountability and continuous improvement.
- Monitor, evaluate and report on progress, impact, risks and learning from Muslim community growth activity.
- Support the testing, evaluation and refinement of innovative approaches to growth within Muslim communities, ensuring learning and insight are captured and shared to improve future delivery.
- Ensure key relationships, learning and community intelligence are retained and accessible within Scouts.
- Produce regular reports, dashboards and analysis to support decision-making, demonstrate impact and inform future priorities.
- Contribute evidence, insight and community intelligence to support organisational planning, targeted growth priorities and future funding opportunities.
- Be an active member of the wider Movement Support & Growth Department and Operations Directorate, sharing expertise and best practice across Scouts.
- Undertake other responsibilities commensurate with the level and purpose of the role as agreed with the Senior Growth & Innovation Manager.



About you

Skills and abilities

- Excellent communication and relationship-building skills, with the ability to build trust and credibility with volunteers, community leaders and partner organisations.
- Strong understanding of equity, inclusion and community engagement, with the ability to apply these principles in practical and effective ways.
- Ability to influence and support others through expertise, coaching and advice rather than formal authority.
- Excellent planning and organisational skills, with the ability to manage competing priorities and deliver agreed outcomes.
- Ability to gather, interpret and communicate insight, learning and impact to a variety of audiences.
- Strong problem-solving and decision-making skills, with the ability to work independently and exercise sound judgement.
- Ability to lead and develop a team, creating clarity, accountability and a positive team culture.
- Ability to work effectively within complex stakeholder environments and volunteer-led organisations.

Knowledge, experience and qualifications

- Significant lived experience of, or substantial experience working alongside, Muslim communities and understanding the opportunities and barriers affecting participation in community-based youth organisations.
- Experience of leading community engagement, development or growth initiatives with underrepresented communities.
- Experience of building and maintaining trusted relationships with community organisations, partners and stakeholders.
- Experience of managing staff and/or volunteers to deliver agreed outcomes.
- Experience of using insight, community intelligence and evidence to improve delivery and inform decision-making.
- Experience of designing, testing or implementing new approaches, projects or initiatives and evaluating their effectiveness.
- Experience of working with volunteer-led organisations or community-based networks.
- Understanding of community development, co-production and participatory engagement approaches.
- Understanding of the UK youth sector and issues affecting young people and volunteers.
- Experience of contributing to externally funded programmes or partnership-based projects would be desirable.

Personal qualities

- Committed to increasing access to Scouting and creating positive outcomes for young people.
- Committed to equity, inclusion and representation.
- Collaborative, approachable and supportive, with a strong partnership mindset.
- Curious and innovative, with a commitment to learning and continuous improvement.
- Resilient, adaptable and comfortable working with ambiguity and change.
- A positive role model who demonstrates integrity, professionalism and respect for others.

Other essential criteria

- Able to travel around the UK, including to more remote venues either via public transport or driving, for which expenses are reimbursed according to our expenses policy, including spending frequent nights away from home.
- Able and willing to work flexibly including frequent evenings and weekends to meet with volunteers, for which Time Off In Lieu (TOIL) will be provided.



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 online application via [our jobs page](#) by **11:59pm on 3rd August 2026**.

Application process:

- **Submit your CV**
- **Submit responses to the following three questions (in no more than 400 words per question):**
 1. Please describe your experience of working with Muslim communities or other underrepresented communities. In your response, explain how you built trusted relationships with community leaders, organisations or volunteers, how you identified and addressed barriers to participation, and what sustainable outcomes were achieved.
 2. Tell us about a community development, growth or engagement initiative that you have led. Describe the scale of the work, how you planned and prioritised activity, how you measured success, and the impact your work had on participation, inclusion or organisational outcomes.
 3. Please provide an example of when you have led and developed a team of staff and/or volunteers. Describe how you created clarity, built capability, managed performance and fostered a positive, collaborative culture to achieve agreed outcomes.

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 via teams on **12th August 2026**



**Help us give
more young
people a place
to belong.**

Scouts 

