

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



Applicant Information Pack

Senior Software Developer



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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

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Carl Hankinson, UK Chief Volunteer



Chief Scout, Dwayne Fields, Polar Explorer & TV Presenter (second from left) with celebrity chef Levi 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?

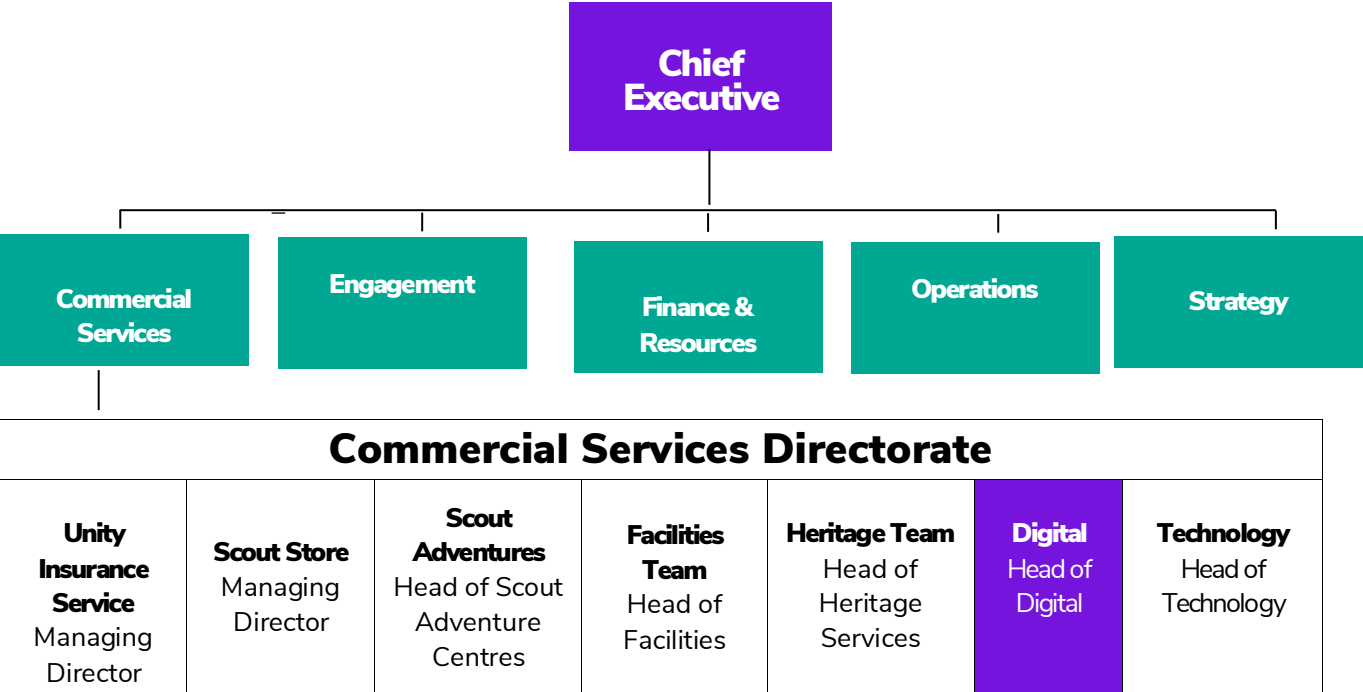
- Work in a way that suits you, your role and your department
- Be proud to say you're part of a team with [Investors in People \(Gold\)](#)
- Plenty of opportunity for learning and development
- 28 days holiday a year, plus bank holidays rising to 32 days after two years, (and we don't insist you go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

Want to know more?

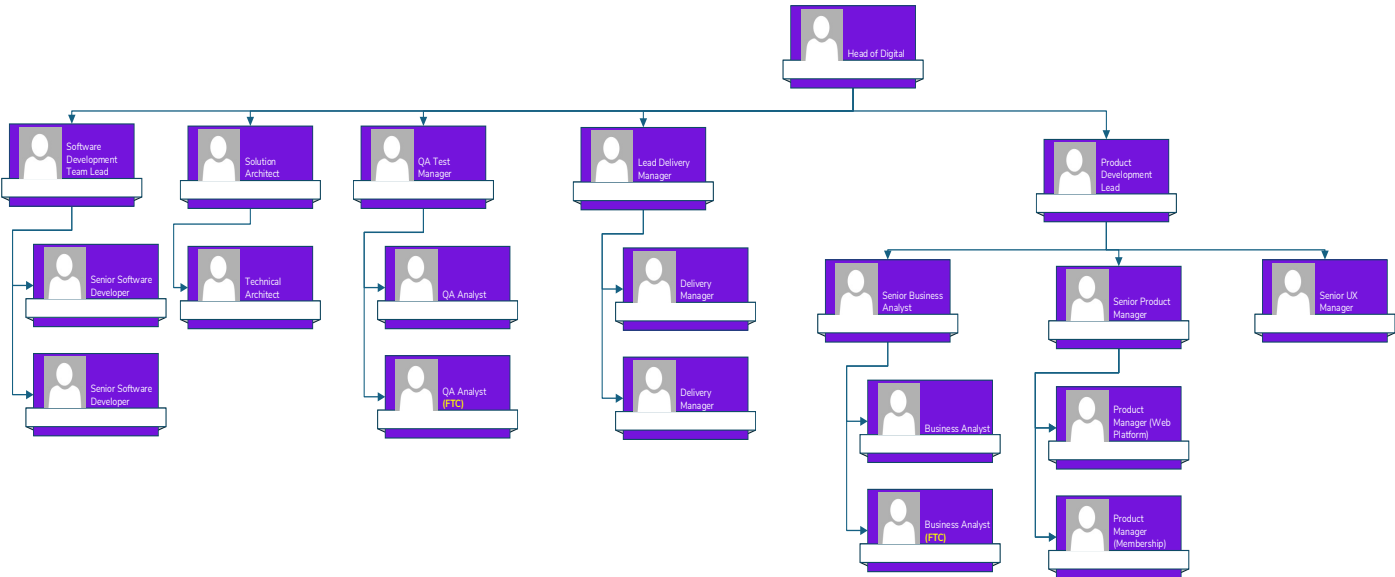
Check out our [benefits page](#)

How we're structured

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



Digital Team Structure:



We're the Digital Team.

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

As part of Scouts' vision, our digital team exists to enable connection, remove barriers, and empower volunteers to deliver incredible experiences for young people. We design and build services that are simple, reliable and centred around real user needs; freeing up time, keeping young people safe, and supporting growth across the movement.

We're doing digital differently and we're ambitious about what comes next. Our development is moving in-house, with our own team building, owning and evolving the systems the movement relies on. That means faster delivery, decisions made in the movement's interest rather than a contract cycle, and the domain knowledge we build staying within Scouts for the long term.

We're focused on creating digital products that people trust, enjoy using, and can depend on every day. That means being bold, making smart decisions about where we invest, and taking real ownership of the outcomes we deliver.

We're creating a culture that values collaboration, curiosity and continuous improvement, where people are trusted to lead, challenge and shape the future.

If you're motivated by purpose, excited by meaningful problems, and want to help build a place where everyone feels they belong, we'd love for you to join us.

Prerna Carroll
Head of Digital



About the role

Responsible to:	Software Development Team Lead
Department:	Digital
Base Location:	Gilwell Park, Chingford, London with Hybrid working option
Role supports hybrid working:	Yes – click here for further details
Term:	Permanent
Salary:	£72,325 per annum, Band H, Level 3. Inc of OLW and an MS
Hours:	35 hours per week
Line Management Responsibility:	None
DBS:	Basic

What's expected?

This is a brand-new role within the new Digital team created to bring software development in-house within Scouts. This is an exciting opportunity to work with both a growing staff and volunteer software development team alongside staff and volunteers across Scouts in building and evolving the digital systems and tools impacting every member in the organisation.

As a member of the Software Development team, you'll be responsible for:

- The design, build and maintenance of our in-house software, including the Membership System and Scouts Website alongside entirely new tools and systems.
- Working with and supporting volunteers and staff across Scouting to meet the needs of a continually growing and developing movement.
- Exploring opportunities for innovation and the evaluation of new and growing technologies, including AI
- Supporting the delivery of our new 'Doing Digital Differently' strategy, embracing and facilitating a more dynamic, collaborative, feedback-driven development process

This is a unique opportunity to bring your skills, experience and expertise to a growing and prestigious organisation. The digital products and services you lead on developing and improve will support over 450,000 young people every week as they gain skills for life through Scouting, supported by over 150,000 volunteers.

Key accountabilities

- Team-based software development from conception through to maintenance
- Technical ownership of our in-house software through the entire software lifecycle
- Cross-team working with the wider digital team, staff teams and volunteer stakeholders
- Balancing speed and responsiveness with quality and good engineering
- Maintaining the reliability and sustainability of our software, systems and processes
- The research, evaluation and adoption of appropriate technologies, tools and techniques
- Continual collaboration with the growing volunteer Digital team both through joint-working and workshops/events

About you

Skills and abilities

Web and cloud-based application development

- Full-stack understanding with back-end, front-end and shared library development
- Programming skills and principles applicable across multiple languages
- Knowledge of Typescript, NodeJS and associated tools, libraries and frameworks
- Creation, maintenance and integration of internal and external APIs
- Headless CMS and front-end integrations
- Error management, control, handling and monitoring

Development and software engineering best practice

- Ability to effectively harness AI both through development and in our services
- Version control and project management tools
- CI/CD flows, automated testing, development pipelines
- Secure software development and deployment

Databases and Data management

- Relational and non-relational database design and theory
- Confidence with SQL and SQL database configuration and management
- Query optimisation, scalability and performance analysis on large datasets
- Approaches to movement and management of data between systems

Cloud and distributed systems, application and services

- Administration and usage of cloud platforms and services
- Container based development and deployment
- Local and remote server and cloud administration, configuration and deployment

Knowledge, experience and qualifications

- Strong background in Computer Science, Software Engineering or related roles
- Demonstratable experience of previously designed, developed and deployed systems
- Experience in delivering complex digital products or services at scale
- Adoption, adaptation, reverse engineering and migration of existing software solutions
- Experience in integrating different APIs and systems
- Proven track record of documentation, specification and requirement capture and analysis

Personal qualities

- Passionate about both Scouting and Digital and the opportunities and challenges they bring
- Excited by the prospect of a dynamic, fast-paced and challenging environment
- Keen to dream big and to strive towards how the seemingly impossible can become possible
- Positive and proactive, with a desire to learn, problem-solve and embrace change
- Adaptable and resilient, able to navigate ambiguity and evolving priorities
- Pragmatic and delivery-focused, with a "solutions not problems" mindset
- Comfortable in both independent and collaborative team working
- Curious and forward-looking, keeping up to date with emerging technologies and industry best practices
- Shares the Scouts values of integrity, respect, care, belief and cooperation

Education & Qualifications

- A degree in Computer Science or equivalent professional experience.

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 via the link on [our jobs page](#) by 24th September 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.

Telephone Interviews will be held w/c 12th October 2026.

Panel Interviews will be held w/c 26th October 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 call or virtual meeting.