

We need people who are great with people.



Growth & Recruitment Officer - Midlands Applicant Information Pack



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

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.



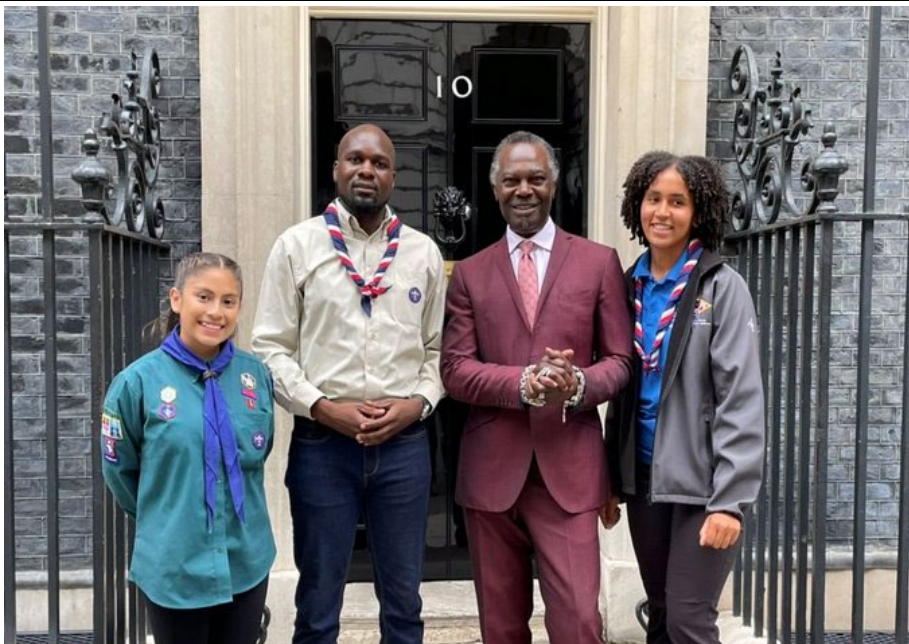
Carl Hankinson, UK Chief Volunteer



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?

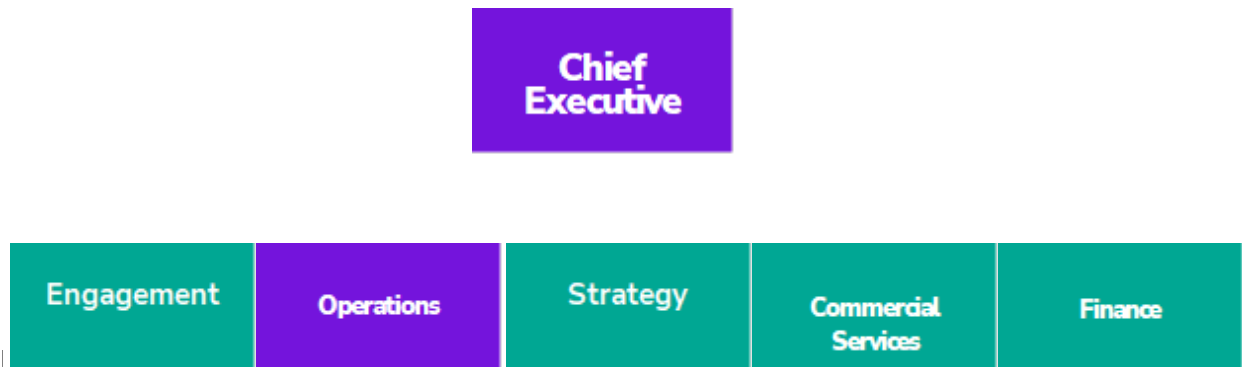
- Work in a way that suits you, your role and your department
- Be proud to say you're part of a team with [Investors in People \(Gold\)](#)
- Plenty of opportunity for learning and development
- 28 days holiday a year, plus bank holidays rising to 32 days after two years, (and we don't insist you go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

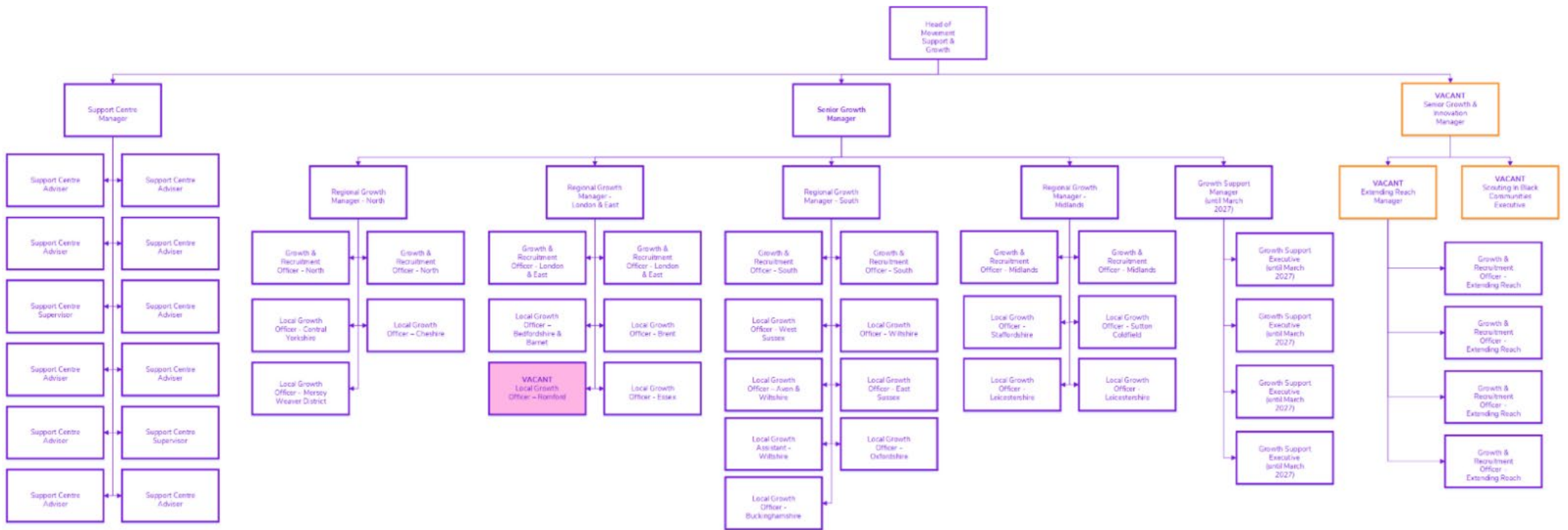
How we're structured

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:

Growth and Recruitment Officer

Responsible to:	Regional Growth Manager - Midlands
Directorate:	Operations
Department:	Movement Support & Growth
Function:	Growth Team
Base Location:	Home-based with regular travel within the Midlands and occasional travel to Gilwell Park
Term:	Permanent
Salary:	£31,716 Per Annum, Band E, Level 3 + Car allowance.
Hours:	35 hours per week
Internal Relationships:	Movement Support & Growth Staff, County Lead Volunteers, District Lead Volunteers and other volunteers, colleagues within the wider Department and across The Scout Association.
External Relationships:	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

The purpose of the role is to provide advice, guidance and coordination in key areas to support growth through direct support, digital support and delivery of workshops to local volunteers. To provide high quality, targeted support aligned to volunteer-led priorities, to enable local leadership teams to succeed and for Scouting to thrive. To develop resources and tools to fit the needs of the membership and create the conditions for growth.

Key accountabilities

- Support and work in partnership with lead volunteers within the County (District Lead Volunteers, Group Lead Volunteers) and other volunteers to grow Scouting's membership, including supporting volunteers to build strong leadership teams and creating the conditions for sustainable growth.
- Inspire and enable local Scouting volunteers to devise, apply and refresh sustainable growth plans in existing and planned new sections.
- To advise and support local Scouting volunteers in the retention and recruitment of adult volunteers.
- To deliver face to face workshops and online webinars as required.
- Help identify, create and design new tools and resources to support inclusive membership growth and development.
- To deliver Lead Volunteer inductions, enabling leadership teams to operate confidently, collaboratively and sustainably.
- Liaise with other staff from across headquarters, particularly concerning development and volunteering issues.
- To produce high quality reporting and recording and capture necessary data
- Represent Scouts UK Headquarters and its functions in all aspects of the role.
- Any other accountabilities commensurate with the general level of responsibility of the post.

About you

Skills and abilities

- Ability to work effectively as part of a remote team.
- Excellent planning and organisational skills with the ability to manage and deliver a varied workload and set of projects whilst ensuring effective prioritisation and balancing of the needs of a range of stakeholders
- Confident public speaker and skilled at presenting ideas and information to internal and external stakeholders, both digitally and face-to-face.
- Be able to work independently and be able to identify and develop new opportunities for volunteer engagement.
- Excellent communication and interpersonal skills to enable successful influencing, listening and negotiating with others.

Knowledge, experience, and qualifications

- Experience of working with volunteer groups.
- Experienced in community engagement and demonstrate an understanding of best practices when recruiting and supporting volunteers.
- Understanding of volunteer engagement, with evidence of working with diverse communities.
- Experience using digital platforms such as Teams effectively to organise and facilitate impactful workshops and events to a variety of stakeholders.
- Education, training and continual professional development relevant to the scope of responsibilities of the Growth and Recruitment Officer role.

Personal qualities

- Comfortable working independently, managing own diary
- Comfortable with working independently and managing own diary while working remotely
- Able to operate an effective home-based office, juggling personal/family life with work.
- Be committed to the fundamentals and values of Scouting.
- 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 all levels internally and externally.

Other essential criteria

- Able and willing to travel extensively, including spending frequent nights away from home.
- Willing and able to be a Member of the Scout Movement.
- Required to work frequent evenings with regular weekends to accommodate events/meetings with volunteers.
- Live in or very near to the Midlands to enable close partnership working with volunteers.
- Full UK driving license with access to a car for work.

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 [our jobs page](#) by 11:59pm on 26th July 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 on 12th August 2026, in Wolverhampton.

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 Niki Cody on nicola.cody@Scouts.org.uk