



Applicant Information Pack

Senior Cook – Scout Adventures

Permanent Contract

With onsite accommodation



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Welcome

We're Scouts and everyone's welcome here. All genders, races and backgrounds. Every week we give almost half a million people aged 6-25 the skills they need for school, college, university, the job interview, the important speech, the tricky challenge and the big dreams: the skills they need for life.

At a time when communities are becoming more divided, we bring people together. We encourage our young people to do more, learn more and be more. We're a worldwide movement, creating stronger communities and inspiring positive futures. We welcome talent from all backgrounds and your contribution to help even more young people succeed in life.



Carl Hankinson, UK Chief Volunteer

Mark Hislop, Interim Chief Executive



“My volunteer leaders believed in me as a young person and taught me to believe in myself. They showed me I could do anything I put my mind to, and others would help me along the way. Now I want a new generation to learn the skills, friendship and belonging I felt when I needed them most. I want to show that the outdoors is a place for all of us to be at our best, that Scouts is truly open to all.”

Dwayne Fields, Chief Scout



Our values

Integrity

We say what we mean and when we make a promise, we keep it.

Respect

We listen to others, explore our differences and work to find common ground.

Care

Scouts are friends to all and think of others before themselves.

Belief

We believe passionately in improving the lives and life chances of young people and helping them explore and develop their beliefs and attitudes.

Cooperation

Scouting is about teamwork. We believe that when we work together, we achieve more than we can on our own.

Our key policies

All members follow our key policies. The policies cover:

- Child Protection
- Religion
- Equal Opportunities
- Safety

These policies are fully explained on our website at <http://scouts.org.uk/about-us/key-policies/>

Did you know?

- 9 out of 10 parents think their children would benefit from learning skills for life
- 83% of parents think Scouts helps young people develop skills for life
- 9 out of 10 UK adults think Scouts develop empathy
- 9 out of 10 UK adults think Scouts develop active listening skills 11 of the 12 people to walk on the moon were Scouts.
- Scouts have stood on the summit of Everest and at the South Pole.
- Scouts are public spirited – all our leaders are volunteers and nearly half (47%) volunteer outside of Scouts too.
- Over 160,000 adult volunteers in Scouting learn new skills, make new friends and make a positive impact in their communities.
- We offer over 200 activities from abseiling and coding to drama and water-zorbing.
- Over a quarter of UK Scouting's membership is female.

We're Scouts and everyone's welcome here. All genders, races and backgrounds. Every week we give almost half a million people aged 6-25 the skills they need for school, college, university, the job interview, the important speech, the tricky challenge and the big dreams: the skills they need for life.

At a time when communities are becoming more divided, we bring people together. When many young people are struggling to find purpose and belonging, Scouts helps them develop skills, confidence and a sense of hope. We inspire positive futures and help young people find their place in the world by developing the character, employability and practical skills they need to succeed.





Our strategic plan

Skills for Life

Our plan to deliver better futures

Our vision

By 2025 we will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme. We will be growing, more inclusive, shaped by young people and making a bigger impact in our communities.

Our mission

Scouting actively engages and supports young people in their personal development, empowering them to make a positive contribution to society.

Our values

We act with care, respect, integrity, cooperation, exploring our own and others' beliefs.

Our goals

Our plan is to build on the success of the previous plan: to continue to grow, become more inclusive, to be shaped by young people and to make a bigger impact in our communities. We have set new goals for 2025.

Growth	Inclusivity	Youth Shaped	Community Impact
<ul style="list-style-type: none"> 50,000 more young people aged 6-18 in Scouts 10,000 more frontline adult volunteers (Section Leaders and Assistant Section Leaders) 5,000 more Young Leaders 	<ul style="list-style-type: none"> we will have started Scouts in 500 more areas of deprivation reaching young people who could benefit the most our adult volunteers will reflect the demographics of our society 	<ul style="list-style-type: none"> 250,000 young people will be shaping their experiences at Scouts 50% of young people will be achieving the top awards 	<ul style="list-style-type: none"> at least 250,000 young people will be making a positive impact in their community each year 50% of young people will be achieving the top awards

Our programmes of work

Due to the impact of COVID-19, our Skills for Life strategy has been extended until 2025. The programmes of work that'll help us to achieve this strategy have been revised to: People, Programme, Perception, Digital and Early Years.

We're involving people on the ground every step of the way in the updated strategy, to make sure anything new works for the majority and genuinely make things better, easier and more fun.

Programme

A fun, enjoyable, high-quality programme consistently delivered and supported by simple (digital) tools.

People

More, well trained, better supported and motivated adult volunteers and young people, from diverse backgrounds.

Perception

Scouts is clearly understood, more visible, trusted, respected, and widely seen as playing a key role in today's society.

Digital

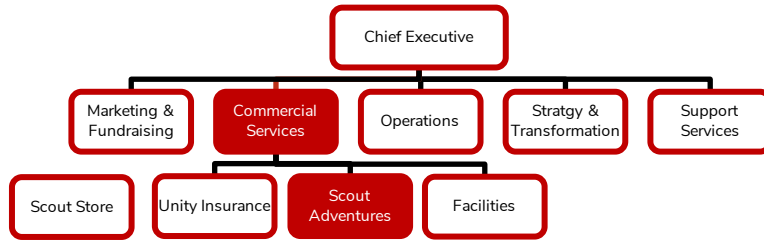
Embedding our digital principles and transforming the Scouts experience with better digital tools.

Early years

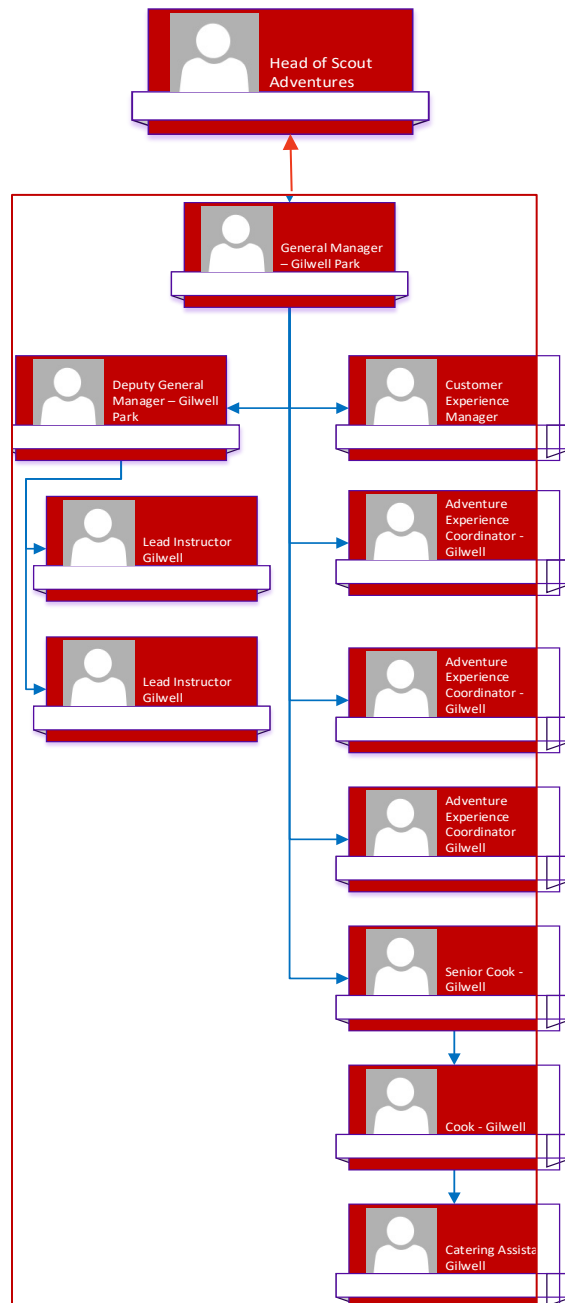
Provide more young people with skills for life through a new section for four- and five-year-olds.

Our Structure

The UK headquarters of the Scouts is based at Gilwell Park, Chingford, London, and is operationally divided into five directorates.



Gilwell Park Team Structure



Job Description – Senior Cook

Responsible to:	Centre Manager - Gilwell Park
Department:	Scout Adventures
Base Location:	Gilwell Park, Chingford – With option to live onsite
Term:	Permanent
Salary Band	£31,884 per annum, Band D, Level 3 inclusive of a market (live onsite)
Salary Band	£33,644 per annum, Band D, Level 3 inclusive of a market Supplement & OLW (live offsite)
Hours:	40 hours per week
Line Management Responsibility:	Cook & Kitchen Assistant
	32705

Core Purpose

There's a lot of work that goes on behind the scenes to build great experiences for our customers. This role is all about ensuring our customers' enjoy great food to be able to fuel amazing adventures.

As the Senior Cook at Gilwell Park you will oversee the kitchen operations of our busy activity centre, attracting hundreds of young people per week for residential visits, day visits and events.

You'll be responsible for all aspects of our onsite food delivery including preparing and overseeing our seasonal menu's, managing a small team of experienced and developing cooks and working with our Catering Operations Manager to ensure the kitchen operates to Scout Adventures standards, whilst complying with Safe Food regulations.

We're looking for someone with a keen eye for detail, a desire to produce great quality food in a volume driven environment and an ability to work with a range of customers, staff and volunteers. We need someone who can operate in a fast paced, dynamic environment whilst delivering excellent customer service to a variety of customer bases.

Key Accountabilities

- Managing the kitchen team and ensuring that they deliver high quality food whilst maintaining our food safe standards.
- Train and lead a team of volunteers to follow Scout Adventures catering standards
- Preparation and cooking of a varied range of nutritious food for guests and staff at mealtimes
- Serve the food to an exceptional standard and interact with the guests and volunteers in an appropriate, knowledgeable and helpful way.
- Ensure that allergens and dietary requirements are always catered for, and the kitchen is managed in strict accordance with allergen awareness.
- Assist in the service and clearing of all food, beverages and utensils
- Assist with overseeing routine deep cleaning of the kitchen, food storage, service and dining areas, including heavy and light equipment and machinery, crockery and cutlery, in accordance with the cleaning schedule
- Follow and enforce established kitchen systems and procedures to guarantee an efficient and organised meal service's.

Administration

- Place and receive stock orders in line with the needs of the business, controlling waste and adhering to set budgets
- Planning and managing kitchen rotas in line with the needs of the business
- Work with the Catering Operations Manager to create menu's to suit our varying customers and volunteers
- Planning and Managing events and functions as required in collaboration with the Catering Operations Manager

Person Specification

Experience

- At least 3 years working in a large professional kitchen environment, schools or mass catering
- Minimum of 2-year experience in managing people.
- Proven competence in managing teams in an operational setting.
- Experience of problem solving in a customer service focussed environment.
- Experience in either an educational, outdoor educational or visitor experience environment would

be beneficial but not mandatory

- Confidence working in a values based working environment.

Skills, Abilities & Knowledge

- Training and managing junior kitchen members and volunteers
- Health & Safety and Food Hygiene qualification L2
- First Aid qualification, desirable
- Must be able to implement the Food Safety Management plan, and stock control systems.
- Ability to build effective relationships with visitors, volunteers and staff.
- Skilled collaborator, with the ability to use the skills of those around you to deliver best overall product.
- Confident IT user

Values & Personal Qualities

- A self-aware, positive and approachable leader.
- A robust awareness of keeping young people safe, noticing safeguarding and welfare concerns, and you understand how and when to take appropriate action
- An excellent role model who promotes high standards or integrity, and commands trust and confidence from others.
- Professional outlook, detailed orientated and able to multitask and meet deadlines
- A team player that can work collaboratively as well as using own initiative
- Friendly, calm and approachable, even under pressure

Other Essential Criteria

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This role is subject to an enhanced DBS check
- Comfortable working on a rota-basis including weekends and evening shifts, working on a 5 day over 7 pattern



Benefits

We've got some great benefits

Holiday Entitlement: 28 days holiday a year, plus bank holidays rising to 32 days after two years (pro rata for part time staff) (and we don't insist you go camping)

Looking after your health and well-being

Simply Health scheme: Optical, dental and many more appointments covered, as well as great gym and family days out discounts.

Sickness absence: Once you're three months in, we have generous sickness pay, above the statutory.

Looking after your future

Pension Scheme: We look after your future. You'll be automatically enrolled into the Scouts Group Personal Pension Plan, contributing 3% of your qualifying earnings. Scouts will contribute double at 6% of your qualifying earnings on auto enrolment.

You can increase your contribution at any point, and we'll double your contribution up to a maximum of 10% of your gross salary.

Looking after your family: Your loved ones will receive four times the basic salary if you pass away while employed by us.

We are proud to be a family friendly employer

Personal Days: Up to four personal days paid leave a year.

Maternity/Paternity Leave: We pay maternity leave above the statutory minimum requirement.

Start and finish time: Employees can apply for some flexibility on their start and finish times of work.

Remote Working: We allow the flexibility to work from home. Days to be agreed with Line Manager.

Making your money go that little bit further

Scout Store purchases: You can buy Scout Store merchandise with a discount of 25% on certain items.

Online benefits portal: Our online benefits portal allows you to tailor make your own benefits package.

Developing yourself and others

Study and volunteer leave: Special leave includes paid leave for volunteering and study leave.

How to apply

Before making an application please ensure that you have read the Recruitment and Selection policy: <https://www.scouts.org.uk/about-us/policy/recruitment-selection-policy/>

You can read more about working at Scouts here: <https://scouts.org.uk/about-us/jobs/working-at-the-scouts/>

We would be grateful if you would also complete the Recruitment Monitoring questions on the Application Form. Our Equal Opportunities policy can be found here: <https://www.scouts.org.uk/por/2-key-policies/equal-opportunities-policy/>

The closing date for applications is Wednesday 30th October 2024

Interview are expected to be held at Gilwell Park on Wednesday 6th November 2024

If you would like to discuss the role in more detail, please contact luke.gaskill@scouts.org.uk

