

# Scouts

## South London

# Guidance for applicants

January 2025

It really matters to us that we invite people to come and work at South London Scouts that share our values and are committed to helping us build Skills For Life for young people.

Therefore, we take our recruitment processes seriously and make sure we are testing the right areas. However, we also want to make sure we enable you to shine through the process and that you're able to demonstrate your strengths and capabilities.

If you decide that you do want to apply to join our team, here is some advice to help you on the way.

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We'll often use different selection methods depending on the role and the skills and experience we're looking for. You'll be asked to apply through our online application form. We'll then use this to shortlist a final group of candidates.

If you're shortlisted, you'd normally expect to be invited for a panel interview which would include the volunteer manager of the role and two other panel members. Sometimes we may also ask you to give a presentation or undertake a written exercise depending on the role. Details about the selection process will be provided in your invite.

### **Application top tips**

- Make it as easy as possible for the panel to see how you meet the criteria listed in the person specification.
- Try to give concrete evidence rather than vague statements. Anyone can say "communication skills are a personal strength", but can you give an example of a work achievement or project that proves this?
- Be honest about any gaps. If you went travelling for a year or cared for a family member that is fine. We value all different kinds of experience and don't expect candidates that have seamless career histories.
- We're committed to equity, diversity and inclusion, so will only include the essential criteria required in the person specification for our roles.
- If you don't hear from us within two weeks of the closing date of the recruitment campaign, it's likely you've not been shortlisted. Due to the number of applications we receive, we're not able to provide individual feedback at this stage.

### **Interviews**

- The most important thing in our interviews is to be authentic and be true to yourself. Be clear about your strengths and how you would add value to our team.
- Come prepared with some interesting questions (although not too many), that show us you're interested and inquisitive about the role and organisation.
- Do a bit of research. We don't expect you to be an expert on us, but looking at our values, strategy and website shows us that you care about the job. If you're new to scouting it may also be useful to find out a bit more about what we do as a Movement.
- If we ask you about your weaknesses or development areas, it's not because we're trying to catch you out. Be honest. We know everyone has strengths and weaknesses and we want to employ people that are self-aware, not just people that have polished interview answers.

If you come to an interview, we'll let you know what the decision-making process is and when we'll be able to let you know the outcome.

**Good luck with your application!**