



**Candidate**

**Pack**

# Welcome from the CEO

Dear applicant,

Thank you for your interest in joining Involve. As an organisation rooted in the heart of our community, we believe that everyone, regardless of the challenges they face, should have the opportunity to thrive.

At Involve, we are passionate about challenging inequality, connecting people, and promoting choice. Our work spans a wide range of services - supporting carers, empowering young people, and enabling individuals and families to access the help they need to live well. We are proud of our legacy, impact, and commitment to thinking and working differently to create lasting change.

Volunteering has always been central to our story. From our earliest days, volunteers have played a vital role in shaping our organisation and supporting our mission. Their compassion and commitment continue to inspire us and help unlock the potential of communities to care for each other and thrive.

Our team is at the centre of everything we do. Whether you are working directly with people in the community, or supporting our mission behind the scenes, you will be part of a dedicated, values-driven organisation that puts people first. We value collaboration, innovation, and the unique perspectives each team member brings.

If you share our belief in the power of community and want to make a real difference, we would be delighted to receive your application. Thank you for considering Involve as the next step in your career.

With best wishes,



**Gary Wells**  
Chief Executive



# Who are Involve?

Involve is a community-led charity dedicated to supporting the health and wellbeing of both children and adults. We believe everyone deserves the chance to thrive, whatever challenges they may face. Through our carers service, one-to-one support, groups and activities, and family services, we help people stay independent, connected, and supported.

## Our Vision

Healthy, connected  
people and communities

## Our Values

People first  
Valuing difference  
Excellence with integrity  
Innovation and learning  
Proactive approach

## Our Mission

Promoting choice  
Connecting people  
Challenging inequalities

"My Involve worker was so kind, warm, and friendly... There is someone I can call if I need support. You always have a way to make me feel better, you understand my needs, and you know my story."

**Client**

We supported  
**31,260**  
people in 2024/25



# What do our staff say?

Every year, Involve carries out an anonymous staff survey to understand how our people feel about working here. It's an important opportunity for colleagues to share honest feedback about our culture, leadership, wellbeing, and ways of working.

The insights we gather directly shape our priorities for the year ahead and help us keep improving as an organisation.



98% felt what they do at Involve is worthwhile



95%

felt they were treated fairly and with respect



100%

feel safe undertaking their duties at work



98%

had good relationships with their colleagues



99%

felt comfortable in their work environment

# Lived experience

We strongly value lived experience at Involve. We welcome applications from people who have relevant lived experience, even if they don't meet every requirement.

We are proud to employ staff with lived experience and are committed to ensuring their voices are heard in conversations and decision-making at every level of our organisation. Their insights help shape our work, strengthen our services, and keep us connected to the communities we support.

"I support under 26's with complex autism and learning disabilities who are in crisis, helping prevent unnecessary hospital admissions. My lived experience of neurodivergence, mental health challenges, addiction, and caring helps me understand the young people I work with, build trust quickly, and advocate for meaningful change in their support networks."



**Ben Harman**  
Dynamic Support Advocate

[Read more here](#)

"My lived experience as a carer for my autistic son, and later my mother, shaped my path at Involve, from developing Peer Support to leading our Children's Service and creating Connect. These personal insights continue to drive my commitment to compassionate, accessible support for families navigating complex systems."

**Katy Abson**  
Head of Children's Services

[Read more here](#)



# Benefits

## Holidays

Enhanced annual leave entitlement of 30 days + bank holidays



## Hybrid Working

Hybrid working with options to work at home (depending on role)



## Access to Blue Light Card

Access to 100's of exclusive discounts and rewards.



## Personal Development

Learning a development opportunities through training and continuous improvement through supervision.



## Employee Assistance Programme

Free counselling and support services to assist in areas such as finance, wellbeing and legal issues



health assured

## Pension Scheme

Contribution of up to 3% company contribution.



## Flexible Working

Wide range of flexible working arrangements to enhance work life balance



## Carers Leave

Paid carers leave of up to 5 days for those in an unpaid caring role



# What to expect

## Submitting your application

Once we have received your application, it will be reviewed by a member of the HR team and the hiring manager.

### Get prepared

This is a good time to research Involve and find out what we're about.

### Meet with us

After the first interview we might invite you to a second round. This is usually held at our Head Office.

1.

2.

3.

4.

5.

### We'll be in touch

If you've been successful, we will be in touch to arrange an interview.

### Speak with us

First round interviews usually take place on Teams. This is an opportunity for us to find out more about you and for you to learn more about the role.

### Speak with us

Congratulations, you've got the job! We'll be in touch with an offer and HR will talk you through next steps.

Please read the the job description and person specification thoroughly. If you would like to apply, please complete the vacancy form on our website, attaching your CV and covering letter where you should tell us why you think you would be a good fit for the role.



[www.involvekent.org.uk](http://www.involvekent.org.uk)

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