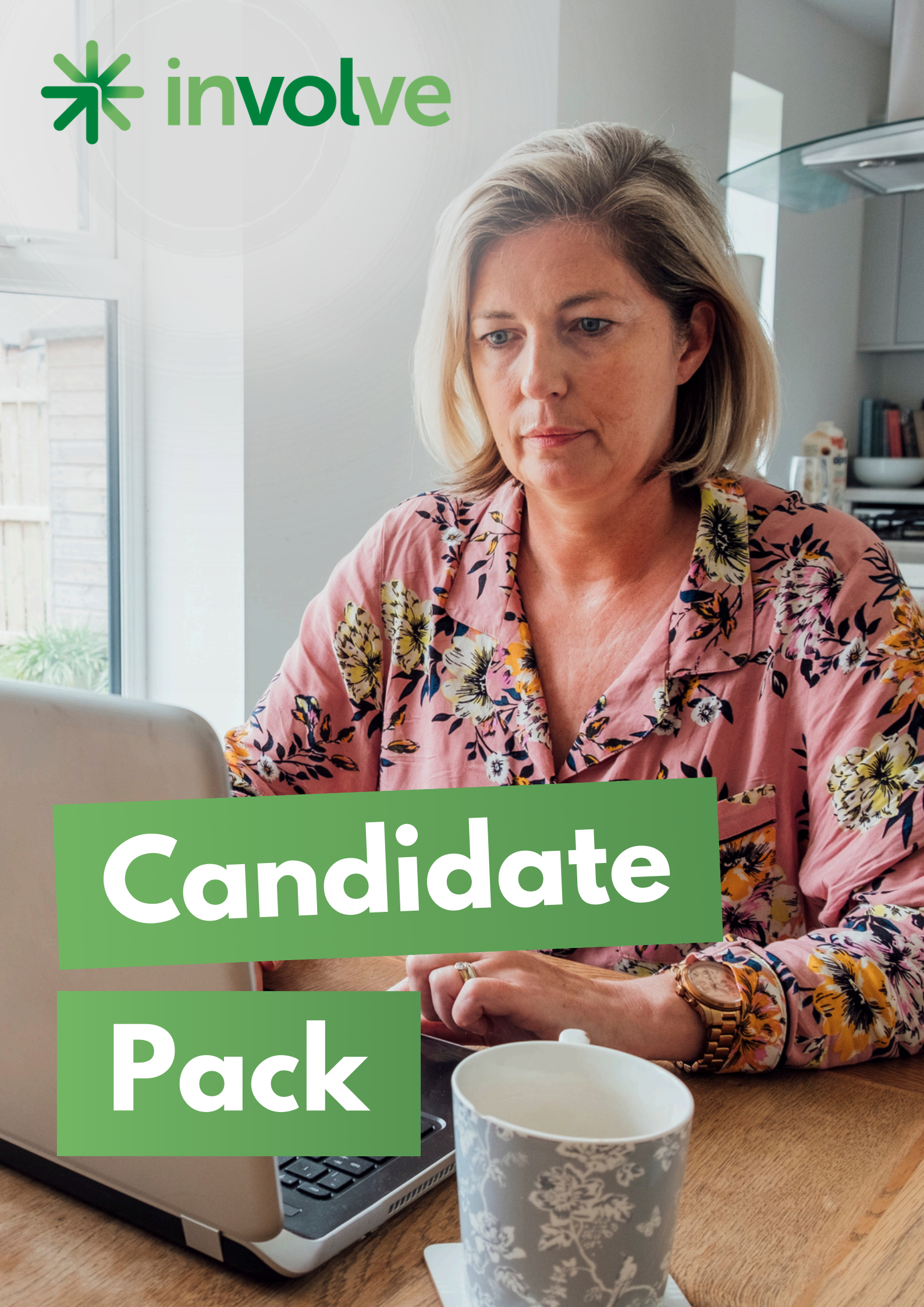
involve



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 inequalities, 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 perspective 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

Kindness
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.

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

Our commitment to an inclusive workplace

disability confident EMPLOYER

Age-friendly Employer Pledge

SOCIAL RECRUITMENT COVENANT SIGNATORY

WE SHOW THE SALARY EMPLOYER

MINDFUL EMPLOYER

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 26s 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 100s of exclusive discounts and rewards

Personal Development

Learning and 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

Pension Scheme

Company contribution of up to 3%

Flexible Working

Wide range of flexible working arrangements to enhance work life balance

Carer's Leave

Paid carer's 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.

1.

We'll be in touch

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

2.

Get prepared

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

3.

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.

4.

Meet with us

After the first interview we might invite you to a second round. This is usually held in person at our office.

5.

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 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.

We exercise safer recruitment, if you would like to find out more, please visit our website.

involve

www.involvekent.org.uk

Registered office: 30 Turkey Mill, Turkey Court
Ashford Road
Maidstone, Kent
ME14 5PP

Charity Number: 1066911