



strategy evolution

Thank you for taking the time to consider the role of Event Director for Strategy & Evolution.

A few years before SRMC (Sun Run & Malvern Challenge) came to an end in 2014, a small group of us started asking a simple question: *what happens next?* We had grown up attending those events and believed that young people deserved something equally challenging, memorable and well-run.

Strategy & Evolution began with ambition, optimism and a healthy amount of naivety. In the early years it was about proving our idea, and that we could deliver safely, sustainably and at scale. Over time it has grown into something far bigger than that.

Today S&E welcomes around 4,000 young people each year across Strategy, Strategy+, Evolution and Discover. We operate on a 3,000-acre grass and woodland site, build a fully serviced campsite from scratch, manage complex logistics, and deliver a programme that balances physical challenge, creativity, inclusion and fun!

But what makes S&E special for me is not the scale, it is the people.

All the S&E Team - whether that be our Directorate, Core Team or day helpers - are committed, capable and deeply invested. We have carefully built a series of events that balance good governance and high quality. We embed youth voice in our design and continuously review and improve what we do. We have grown sustainably and professionally, without losing the sense of energy and organised chaos that makes the weekends magic.

Leading S&E is not just about running event weekends, its about:

- Setting vision
- Holding the "helicopter view"
- Balancing ambition with safety
- Developing future leaders
- Ensuring the programme reflects the Scout Method

It is demanding, it requires resilience, judgement and the ability to switch between strategic oversight and muddy (or dusty) field pragmatism. But it is also immensely rewarding. There is something quite extraordinary about watching thousands of young people challenge themselves, laugh, problem-solve and grow - knowing you and your team created the environment for that to happen.

The foundations are solid, the team is exceptional, and this feels like the right moment for fresh stewardship and fresh ideas.

If you are someone who enjoys building high-performing teams, shaping large-scale experiences and thinking strategically about the future - I would strongly encourage you to apply.

If you would like an honest conversation about the role - the good bits, the challenging bits and everything in between - I am very happy to speak to anyone who is interested. Please do not hesitate to get in touch.

This is a rare opportunity to lead something well-established, respected and full of potential. I genuinely hope you will consider being the steward for its next chapter.

Yours in Scouting



Lewis Dangerfield

Event Director & Founder

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