

Role Description and Person Specification

Mountaineering Scotland - Access & Environment Officer

Full time contract – 37hr/week
Salary scale: £29,303 - £34,142 per annum

The Role

The Access and Environment Officer plays a critical role in supporting our members' enjoyment of Scotland's mountains and crags by promoting responsible access and helping to protect the mountain environment. The nature of the role is both proactive and reactive. We work with local authorities and landowners/managers in response to specific local / national access and environmental issues and represent our members interests through consultations which have implications for mountaineering activities and /or the mountain landscape. We also seek to influence decision makers by working with a range of partner organisations and through direct involvement with the Scottish Government and its agencies.

Our aims and work programme is informed by our [Manifesto for the Mountains](#) , [Conservation Strategy](#) and through several [policy and position statements](#) as well as through regular consultation which has enabled us to identify members' access and environmental priorities.

The post holder will report to the CEO (as line manager) and work closely with the Director for Access and Environment and the Director for Planning and Landscape. They will also work closely with the Member Services and Communications team to maximise the reach of our messages and engagement with members and supporters on access and environmental matters

We are seeking an enthusiastic, knowledgeable and influential individual with relevant skills and experience to join our team and take forward our priorities in this area.

Job Context

More people than ever before are enjoying Scotland's outdoor spaces and indoor climbing facilities and it's an exciting time to be working with Mountaineering Scotland, as part of a small but dedicated team focused on ensuring our members get the most out of these unique places.

Mountaineering Scotland is the representative body for hill walkers, climbers and ski-tourers and campaigns actively on a wide range of issues including access rights,

protection and conservation of the mountain landscape. We are a not-for-profit company with fifteen employees, a growing membership of just over 16,000 and a turnover of over of around £500k. Working with a range of partner organisations, we promote mountain skills, self-reliance and safety through the delivery of courses and awareness raising.

Mountaineering Scotland is also the national governing body for the sport of indoor climbing, now an Olympic discipline, and our ClimbScotland initiative aims to encourage more young people to take up climbing. In their role the post holder will work with staff across all these areas.

Mountaineering Scotland is committed to being an employer that recognises and encourages equal opportunities, diversity, inclusion and respect in the workforce, with employment conditions and practices that ensure all staff and volunteers are treated equitably. We particularly welcome applications from those who are significantly underrepresented in our sector, such as women, people with disabilities (including hidden disabilities) and individuals from Black and Minority communities.

Main duties and responsibilities

Access

- Work with local authorities, landowners/ managers and other stakeholders to represent our members interests in dealing with access issues under the 2003 Land Reform (Scotland) Act and associated legislation.
- Influence the future of the Land Reform (Scotland) Act 2003 and associated legislation through a positive, open and robust dialogue with policy makers, national parks, local authorities and land managers.
- Champion the value, protection and enhancement of Scotland's world-leading access rights alongside the responsibility on individuals to leave no trace and to respect other's rights as set out in the Scottish Outdoor Access Code.
- Contribute to the development of outdoor climbing venues through the development of access provision and the identification of new climbing venues.

Planning

- Manage the monitoring and review of planning applications which may have a negative impact on mountaineering interest and /or compromise the quality or integrity of the mountain landscape
- State our opposition to policy and specific developments which may have a negative impact on the quality or integrity of the mountain landscape, through authoritative and well-reasoned argument, supported by relevant evidence.

Environment

- Promote our vision of a sustainable future for mountain areas and achieve a wider recognition of the value and potential of Scotland's mountains, by influencing the media and decision-makers.
- Positively influence national policy affecting Scotland's uplands, aiming to maintain and enhance ecological and landscape quality, providing value to mountaineers, local communities, and the national interest.
- Build and maintain relationships and alliances with a range of organisations and promote mountaineering-related activities as a valuable contributor to rural Scotland.

Key Responsibilities

- Work with the CEO, the Director for Access and Conservation and Director for Landscape and Planning to develop and implement a programme which will advance our advocacy in support of our policy aims.
- Implement Mountaineering Scotland's strategic plan and annual operational plan where relevant to access and environmental issues.
- Provide a friendly, proactive and responsive service, including provision of timely advice and information to members and stakeholders, and support for members who have reported access issues in accordance with SOAC requirements to responsible authorities.
- Lead our campaign work to protect Scotland's mountain areas as informed by our policy framework and our member priorities. Examples include the "It's up to Us" path campaign, Shared Rural Network, and "Tak it Hame".
- Act as a spokesperson for Mountaineering Scotland on access and environmental issues, liaising as required with Scottish Government agencies, local and national park authorities, local access fora and other NGOs.
- Develop Mountaineering Scotland responses to consultations which have implications for access and the environment, consistent with relevant strategic and policy aims.
- Initiate new projects and maintain current projects relevant to access and environmental priorities. Examples include liaison with raptor study groups and publication of seasonal nesting information, liaison with land managers concerning access, initiatives to open up climbing venues and the impact of climate change on mountaineering activities.
- Work with the CEO and the Member Services and Communications team to maximise the reach of our messages and engagement with members and supporters on access and conservation matters, including media comment, up

to date web content, and seasonal and newsworthy stories and features across our communications channels.

- Keep up-to-date with Scotland-wide access and conservation issues and developments.
- Maintain a casework log and provide quarterly reports to the CEO, Director for Access and Conservation, Director for Landscape and Planning, and a more detailed briefing to four meetings of the Board annually.

Person Specification

Essential Attributes

- Excellent working knowledge of the Scottish Outdoor Access Code and access legislation in Scotland.
- Experience of analysing consultation and planning documents and preparing written responses.
- Excellent written and verbal communication skills with the ability to negotiate assertively with, and positively influence a range of audiences including government agencies, local authorities, stakeholders and NGO's
- Qualified to degree level or with relevant professional experience
- Proactive and committed to giving high quality service to Mountaineering Scotland and its members
- Excellent organisational and reporting skills, including appropriate IT skills
- Access to own vehicle and able to attend meetings throughout Scotland
- Full driving licence

Desirable Attributes

- An active interest in climbing, hill walking or mountaineering
- Experience of working in the conservation and / or environmental sector.
- Experience of running campaigns and working with the media
- Willingness to work occasional unsociable hours
- Project management experience

Expectation

The post holder is expected to understand, and where appropriate, apply relevant Mountaineering Scotland policies and procedures.

Accountable to whom

The post holder reports to the CEO who is the line manager.

Working Hours & Remuneration

The position is full-time and the working week is 37 hours, excluding lunch breaks. We currently work a hybrid model with the expectation that the postholder will be based in our Perth office a minimum of 2 days a week.

The post is graded on the specialist officer salary scale which is currently **£29,303 - £34,142** based on a 37-hour working week. In addition, we offer a contributory pension scheme, 35.5 days annual leave, (increasing to 38.5 days after 3 years' service), and a range of other benefits including access to the cycle to work scheme, discounted clothing and climbing equipment and Mountaineering Scotland training courses.

This Job Description is subject to regular review and may be updated accordingly to reflect the evolving needs of the position and organisation

Probationary Period

The post is subject to the completion of a successful 3-month probationary period, which will be assessed on the basis of the Performance Measures stated above. The line manager will hold interim review meetings on a regular basis prior to the expiry of the probationary period.

For more information please contact Stuart Younie, CEO of Mountaineering Scotland stuart@mountaineering.scot

Closing date for applications Monday 28th April, interviews will be held at the Granary in Perth on Tues 6th May.

