



## Job Description

### ClimbScotland – Head Coach 0.5 FTE Contract

#### **The Role**

The Head Coach role will be an essential part of the ClimbScotland Pathway, key to supporting the organisation and delivery of our Squad programme as well as contributing to the development of the coaching workforce and opportunities in Scotland.

The position is wholly supported by sportscotland investment, with the specific aims of:

- Provide coaching and support as well as leading on the organisation of annual squad programme
- Working in collaboration with partners to provide support and opportunities to squad members
- Work closely with the Talent Development Officer and input into the future development and delivery of the performance pathway

The post holder will be part of the ClimbScotland team and will be expected to communicate and work collaboratively with the whole staff team as well as partner organisations, such as GB Climbing and Mountaineering Ireland.

#### **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. We are a not-for-profit company with fifteen employees, a growing membership of just under 16,000 and a turnover of over of around £500k.

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.

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.

ClimbScotland are currently in a development phase and are in the process of working with support from sportscotland's Institute of Sport to produce an athlete development framework for our sport.



As a result, the role of the Head Coach may evolve in time, including responsibilities and opportunities to contribute to this project work.

ClimbScotland recognises that athletes need access to additional support, structured coaching, we need to develop our coaching workforce, working in partnership with climbing facilities and home coaches. Therefore, we are looking to recruit Head Coach to lead on the organisation and delivery of our annual squad programme.

Part of this will require working with our Talent Development Officer and coaches from other home nations, ensuring relevant and up to date development opportunities are made available to those that are on our endorsed coaching teams, strengthening the coaching workforce nationally and sharing knowledge and experience in the community.

ClimbScotland are looking for a forward thinking, adaptable, collaborative, organised and experienced coach. We need someone with a strong and passionate work ethic, a growth mindset and someone committed to their own development, as well as those around them. Working across multiple levels – from GB Climbing to climbing wall and home coaches – means we also need someone who is grounded and able to build positive working relationships with sector partners (GB Climbing, BMC, MI) as well as climbing facility management and staff.

We need a holistic Head Coach that has experience of supporting athletes who are actively engaged and invested in progressing in competitive climbing, understanding of competition disciplines, formats and rules, and has the ability and experience to support and develop their age and developmental stage.

## Main Duties and Responsibilities

### Squad Programme (50%)

- Pre-planning: working with the Talent Development Officer and Head Setters in the 'Pre-Planning' and distributing the plan to the rest of the coaching team.
- Providing coaching and support to squad members through programme activity
- Logistical organisation of the annual Development and National Squad Programme in collaboration with the Talent Development Officer.
- Deploying our coaching workforce to support our programmes.

### Administration (35%)

- Be a point of contact for athletes, parents, coaches and the Scottish Climbing Wall Network for advice, guidance and support regarding performance coaching.
- Ensure ClimbScotland policies and procedures are implemented and followed, including: risk management/mitigation plans, complaints management, circulating and communicating pre-event information and post-event feedback gathering and reporting.
- Lead on comms including social media related to performance:
  - reporting on squad activity
  - celebrating success
- Provide operational reports and updates against KPI's through monthly 121 support meetings



### **Development and partnership working (15%)**

- Support the collection of data and development of athlete profiling through squad programme and competitions
- Building positive working relationships with host venues for our squad programme.
- Work in collaboration with BMC, Mountaineering Ireland and GB Climbing to develop and deliver opportunities for athletes and coaches to work and train together.
- Work with the Talent Development Officer, inputting into the development of the Scottish Performance Pathway and the learning culture, as a whole.
- Keeping abreast of all performance coaching opportunities (beyond purely competitive opportunities), being an ambassador for the wider sport of climbing.

### **Performance Measures**

Performance will be assessed by reference to the successful achievement of the activities and outcomes stated in 'Main Duties and Responsibilities' described above, and the achievement of targets defined against the programme delivery.

### **Expectation**

The post holder is expected to understand, and where appropriate, apply the policies and procedures contained in the Mountaineering Scotland Company Manual.

### **Accountable to whom**

The post holder reports to the ClimbScotland Development Manager.

### **Working Hours & Remuneration**

This is a part time post at 0.5 full time equivalent position (FTE) working 18hrs 30mins per week, excluding lunch breaks. The FTE salary grade for the post is £24,921 up to £29,074 and the position on the scale will be negotiable on appointment depending on previous experience.

The duties require the post holder to work an unspecified number of irregular hours including evening and weekend work, in which case the post holder is entitled to time off on a one-for-one basis, to be agreed with the line manager.

The contracted place of work will be home/remote working as well as the requirement to come into the Perth Office when required due to the nature of the role.

Your entitlement to paid holiday will be 0.5 pro rata based on a full-time equivalent entitlement of 35.5 days, including 10.5 days public holidays and 25 days paid holiday each year increasing to a maximum of 38.5 days after 3 years.

### **Additional Benefits**

- Flexible working hours with the potential for home working.
- Generous annual leave and ability to claim reasonable expenses.
- Access to workplace pension with employer contributions matched up to 6%.

- Provision of Mountaineering Scotland branded clothing, access to pro deals on equipment and clothing.
- CPD opportunity support – including:
  - MT Performance Coach Training and Assessment support
  - Development and training opportunities via sportscotland's Institute of Sport
  - Deployment support to work on British and IFSC competitions (subject to application/selection)
- Free access to the Mountaineering Scotland skills training courses.
- Access to sportscotland's Learning and Development programme.
- Opportunity work from a modern refurbished office in central Perth.
- Access to the 'Cycle to Work' scheme.

Required Experience:	Essential/Desirable
<b>Experience:</b>	
Have experience in supporting athletes competing in national level competitions (SBC/SYCC or equivalent)	Essential
Has worked with and supported squad/team programme activity (CS and/or climbing wall)	Essential
Understands the national and international competition pathway	Essential
<b>Required Personal knowledge and abilities:</b>	
Having a very good and accurate understanding of the climbing level/standard expected throughout all categories (Youth E – Junior) in bouldering and lead	Essential
Must have a complete understanding of the rules of the competitions and the scoring systems	Essential
Must be able to coordinate and supervise the work of a team	Essential
Review coaching and setting reports from academy sessions	Essential
Experience relevant to talent athlete programme environments and competition climbing	Essential
<b>Required Qualifications:</b>	
A sport coaching/science or related degree and/or higher education	Desirable
Has a minimum of CWDI in order to supervise indoor Lead Climbing	Essential
Mountain Training Development Coach Trained and Assessed	Essential
Fundamental 3 Coaching Workshop attendance	Desirable
Physical Training workshop attendance	Desirable
Up to date First Aid certificate	Essential
<b>Skills &amp; Abilities</b>	
Excellent verbal and written communication skills, with a strong attention to details and strong IT/Social media skills	Essential
Effective and empathetic interpersonal skills that inspire confidence and trust	Essential
The ability to work flexibly and in accordance with the ClimbScotland calendar	Essential
Working away from home, with overnight stays both domestically and potentially internationally	Essential
A Clean Driving licence	Essential
<b>Child Well Being and Protection</b>	
Membership to the Protecting Vulnerable Groups (PVG) Scheme (Will be provided if not already had)	Essential
Child Wellbeing and Protection in Sport Training (CWPS) (Will be provided if not already had)	Essential

