

Mountaineering Scotland

Directors person specification and competencies 2026

Mountaineering Scotland is a membership organisation with over 16,000 members including 150 clubs and is the only recognised representative organisation for hill walkers, climbers, mountaineers and ski-tourers who live in Scotland or who enjoy Scotland's mountains, and acts to represent, support and promote Scottish mountaineering. Mountaineering Scotland also acts on behalf of the 80,000 members of the British Mountaineering Council (BMC) on matters related to landscape and access in Scotland, and provides training and information to mountain users to promote safety, self-reliance and the enjoyment of our mountain environment. We also deliver the Climbscotland initiative which supports the development of indoor and outdoor climbing for children and young people including our performance and competition programmes.

Mountaineering Scotland is committed to equality of opportunity for all staff & voluntary directors and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

1. Introduction

Mountaineering Scotland (the company) is a company limited by guarantee. Its key strategic aims are to represent, support and promote Scottish mountaineering, specifically:

- i. To influence policy in accordance with our strategic aims by acting as the 'Voice of Scottish Mountaineering' with the Scottish Government, its agencies, and other relevant organisations;
- ii. Scottish Government, its agencies, and other relevant organisations;
- iii. To promote self-reliance in mountaineering activity;
- iv. To inspire and encourage people of all ages, abilities and backgrounds to enjoy mountaineering activities responsibly, through our educational programmes and provision of relevant information concerning mountain safety, access and conservation.

The current strategic plan 2025- 29 is available on the Mountaineering Scotland website: [2025-29 Strategic plan \(pdf\)](#)

2. The Role

- As a member of the board, the directors key function is to contribute to the effective governance of the company including compliance with the requirements of the Companies Act 2006 and the Articles of Association.
- Directors also hold a range of specific portfolio responsibilities covering the specialist areas of work and functions of the organisation. These are detailed separately in the Directors individual role description.

- The Board sets the long-term strategy and vision for Mountaineering Scotland, assesses and manages strategic risk has oversight of financial planning, budgeting and the delivery of the operational plan.

3. Time Commitment

Directors are required to attend four Board meetings per annum and an AGM. Meetings are usually held in Perth however increasing use is now being made of video conferencing to support the work of the board. In addition, one or two days will be required for induction, and sufficient time on an ongoing basis for communication with the CEO, and other staff. We envisage that the appraisal of individual planning applications will be undertaken with support from volunteers. A reasonable estimate is the equivalent of 2-3 days per month.

4. Other Requirements

- i. Occasional ad hoc meetings with staff and fellow directors in relation to the general requirements of the role and specific portfolio responsibilities;
- ii. Occasional meetings with other organisations, as required.

5. Remuneration

The post is voluntary and not remunerated, although travel and other appropriate expenses will be reimbursed according to the prevailing policy. Travel expenses are currently paid at the rate of 45p per mile.

6. Terms and Conditions

- i. Directors must be a paid-up individual member or a paid-up member of a club which has registered their membership with the Mountaineering Scotland;
- ii. The Articles provide that the Board may co-opt directors prior to their election, however directors must stand for election at the next AGM, and at each AGM during their term of office thereafter;
- iii. The term of office is initially 4 years with the option to extend this by a further 2 years unless standing for the role of President;
- iv. Directors are expected to meet the requirements of the company's Volunteering Code of Practice and Equality Code of Practice, details of which will be provided on request;
- v. Directors will be asked upon taking office to declare any material interest that they or members of their family have in mountaineering, business or financial matters.

7. Person Specification & Competencies

Essential

- I. To have experience and interest in the portfolio specific to the position as set out in the description of the role.
- II. An understanding and acceptance of the legal duties, responsibilities and liabilities of a Company Director.
- III. Experience of running a business or working in a Board or similar forums at a senior level, in a commercial, voluntary or public sector context;

- IV. Ability to support, challenge and manage a relationship with other Directors, advisory groups members and staff.
- V. Able to build and maintain strong, transparent relationships with key stakeholders;
- VI. Potential or proven ability to develop strategy and organisational policy in collaboration with a diverse team.

Desirable

- I. Professional responsibility gained in a relevant area, ideally with up to date knowledge of relevant standards and legislation;
- II. To be an active hillwalker, climber and / or snowsports tourer in Scotland or have previous experience in these and / or other outdoor pursuits.
- III. To demonstrate a wider knowledge of issues impacting on access, conservation, mountain safety and general participation in mountaineering activities.

