



Mountaineering Scotland

The Granary

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Job Description

ClimbScotland Talent and Pathways Officer (Full time contract – 37hr/wk)

The Role

The Development Officer (Talent and Pathways) post is wholly supported by **sportscotland** investment, with the specific aims of supporting the development of our performance pathway, coordinating the delivery of our competitions and establishing a virtual performance hub in Scotland linked to GB Climbing.

Job Context

Mountaineering Scotland is the nationally recognised representative body for climbers, hillwalkers and ski tourers and is also the governing body for competitive sport climbing in Scotland. Our new “Taking Part” pathway sets out the different activities which come under the broad heading of mountaineering, and this post has a focus on the climb element including, climbing and bouldering indoors and outdoors on rock.

Our activities to support the development of indoor climbing and climbing for children and young people over the next strategic cycle will continue to be delivered through the ClimbScotland initiative which, as well as promoting recreational participation, also delivers our performance and competition programmes, supported through funding from **sportscotland**.

The ClimbScotland programme supports the development of climbing for people in the age group 7 to 24 years; the scope of activities includes communications, grass roots climbing, schools, clubs, climbing walls, coaching, competitions and events, and introducing young people to outdoor climbing activities.



Mountaineering Scotland has worked closely with the British Mountaineering Council (BMC) to establish GB Climbing and secure progression funding from UK Sport to support the development of a new GB performance pathway.

Mountaineering Scotland is committed to being an employer and volunteer organisation 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 ethnic communities.

Main duties and responsibilities

- Work in partnership with GB climbing to:
 - establish a virtual performance “hub” in Scotland
 - develop and align the talent and pathway programme, with the development of the new facilities strategy for Scotland
 - establish a geographical network which can support athletes across Scotland
 - develop an athlete profiling system, based on good practice, with the aim to aligning to GB Climbing
- To establish partnerships with climbing walls and other relevant organisations to support the development of new and existing squads/teams as a recognised part of the GB talent pathway.
- To evolve and develop the selection process for the Scottish National Development Squad through athlete profiling and competition results data, in alignment with GB Climbing, with the aim of establishing equal opportunities for athletes in Scotland to improve and progress.
- To establish an annual programme of coaching and additional specialist support for Scottish National Development Squad members linked to the GB Climbing pathway
- To work with the **sport**scotland Institute for Sport and GB Climbing to identify the potential support available for climbers on the Scottish National Development Squad from external sources.
- To create a positive and nurturing culture which supports the development of young athletes and implement the recommendations of UK Anti-Doping including the delivery of an appropriate education programme for athletes, families, and carers.
- To work with the Sports Development Officer to identify the specific coaching requirements needed to support the talent pathway in Scotland and facilitate the delivery

of a CPD programme of coaching, setting and support staff in partnership with Mountain Training, the **sport**scotland Institute of Sport and GB Climbing.

- To work in collaboration with other Mountaineering Councils (BMC / Mountaineering Ireland) and the International Federations (IFSC / UIAA) to create an annual competition calendar of competitions that supports the talent pathway.
- To manage the delivery of the Scottish competition programme liaising with climbing wall managers, route setters, Competition Coordinators and volunteers.
- To continue the growth of a volunteer culture in the competitive Scottish climbing community amongst parents/guardians/climbers incorporating training opportunities and incentives. Establishing a volunteer pathway from fun comps to IFSC events.
- Promote pathways in the sport including NICAS, NIBAS and Mountain Training skills courses and awards, and identify and encourage appropriate personal development opportunities for school and college staff and club volunteers.
- Provide copy and visual content for ClimbScotland social media on a regular basis based on activities undertaken.

Performance Measures

Performance will be assessed by reference to the successful achievement of the activities and outcomes stated in 'Key Responsibilities and Areas of Work' described above and the achievement of targets defined in the annual operational plan.

PERSON SPECIFICATION – EXPERIENCE & SKILLS

Essential Attributes

- Experience of delivering sports coaching, performance and development related training activities to different audiences.
- Ability to communicate effectively at different levels, creating positive working relationships to guide, support and influence key partners, young people, parents/guardians and volunteers.
- A proven ability to establish partnerships and work collaboratively to deliver results.
- Active climber and/or able to demonstrate experience of delivery and knowledge of working practices gained in a climbing wall environment.

- Confident in using Microsoft Office and associated apps (Outlook/Word/Excel/Publisher/Power Point)
- The ability, confidence, and willingness to use a range of social media platforms effectively to capture and promote the work of ClimbScotland as well as reporting/sharing relevant news in the climbing community.
- Excellent written and verbal communication skills, able to produce high quality copy and images for ClimbScotland website and Scottish Mountaineer magazine.
- Experience of organising and delivering events.
- A self-starter who is able and willing to act as an enthusiastic ambassador for ClimbScotland and the sport of climbing.
- Strong administrative skills with the ability to plan to maximize personal efficiency.
- Committed to working evenings and weekends.
- Full driving license and willingness to travel. Must have access to a vehicle for business use and appropriate insurance cover.

Desirable Qualifications and Attributes

- CWI and CWDI or an award that supersedes (RCI/RCDI/MCI)
- Experience of organising or involvement in youth climbing competitions.
- Route setting experience including:
 - competition setting
 - RSA Level 1 and/or 2
 - Cherry picker training/license
- MCI training, or award holder, with demonstrable experience gained in a climbing wall environment.
- Experience in working with and managing volunteers.
- Attended Safeguarding Children level 1 & 2, or willing to attend.
- Climbing Coaching Award levels 1 & 2, or willing to train.
- Negotiation skills.

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 who is the line manager.

Working Hours & Remuneration

The post holder will work a 37-hour week, excluding lunch breaks. 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 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.

The FTE salary for the post is from £26,835 – 31,266 and the position on the scale will be negotiable on appointment depending on previous experience.

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.