

## Mountaineering Scotland

### Climbing Development Group Vacancies 2024

Mountaineering Scotland is a membership organisation with over 16,000 members including over 150 clubs and is the only recognised representative organisation for hill walkers, climbers, mountaineers and ski-tourers who live in Scotland or enjoy Scotland's mountains. With a focus on supporting recreational participation, Mountaineering Scotland works to promote the physical and mental health benefits of taking part in mountaineering disciplines set out in our participation pathway. Mountaineering Scotland also plays a key role in the promotion of mountain safety and representing our members' interests in relation to conservation and the environment.

Mountaineering Scotland is also the governing body for competitive sport climbing in Scotland. Our activities to support the development of climbing for children and young people are delivered through the **ClimbScotland** initiative which manages our performance and competition programmes, as well as promoting recreational participation and inclusion initiatives for both outdoor and indoor climbing, all supported through funding from **sportscotland**.

Mountaineering Scotland recognises the growth in indoor climbing but also the importance of recreational outdoor climbing as part of our history and heritage as a community, and as we look to the future evolution of the sport. We want to improve the way in which we engage with the climbing community in Scotland (in its various forms and disciplines) and play a part in helping encourage and facilitate the development of climbers and climbing activity.

To help us do this, we are proposing to establish a new specialist **Climbing Development Group (CDG)** which will provide a forum for discussion and debate, and also provide advice to the staff and board of Mountaineering Scotland and our partner organisations.

We are seeking individuals to fill the following roles:

- 1 Climbing Club Representative
- 3 Climber Representatives
- 1 Equality, Diversity and Inclusion Representative
- 5 Regional Representatives

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.

## Role descriptions

### Climbing Club Representative

The Climbing Club Representative will be responsible for providing input and feedback to the group from an active climbing clubs perspective, with the ability to think holistically about climbing clubs in Scotland and the part they play in the community/sector.

This is a great opportunity for someone with appropriate experience in senior leadership and strategic management combined with a passion for mountaineering and/or outdoor activities.

#### The role

- Assist in liaising with clubs to build an understanding of challenges they face in relation to organising and facilitating outdoor climbing as a club activity.
- Support and promote crag etiquette through engagement with clubs.
- Support the updating of the 'Climbing in Scotland' position statement.
- Promote good practice through engagement with clubs.
- Liaise with the Climbing Development Group regarding national bolt fund and the provision of training for volunteer activists.
- Work with the Climbing Development Group on summer/winter national/international climbing meets in their region.
- Be an ambassador and spokesperson for Mountaineering Scotland.

### Climber Representatives

These roles would suit people who have experience of being active climbers in Scotland. We would welcome interest from active indoor and outdoor climbers, who have knowledge and interest in climbing. We are also looking for diversity and experience across the various disciplines of climbing.

#### The role

- Contribute to the group by sharing their knowledge and experience of climbing.
- Liaise with active climbers in the wider community.
- Support the updating of the 'Climbing in Scotland' position statement.
- Help to advise on the organisation of crag clean ups, appropriately removing vegetation, repair work, development of new crags or cliffs for either trad or sport climbing, where appropriate tidying up and equipping of rarely visited trad venues.
- Liaise with the Climbing Development Group regarding the establishment of a national bolt fund and the provision of training to volunteers.
- Work with the Climbing Development Group on summer/winter national/international climbing meets in their region.
- Be an ambassador and spokesperson for Mountaineering Scotland.

## Equality Diversity and Inclusion Representative

This role would be suitable for someone with a wide understanding of climbing both indoors and outdoors and the challenges and barriers to participation for people/ with additional support needs.

### The Role

- Working with other members or partner organisations on the CDG, support the development of a national strategy for climbing.
- Liaise with people and organisations in the community that have challenges accessing our sport across different levels and types of participation.
- Be a voice for underrepresented groups and championing inclusion.
- To represent ClimbScotland/Mountaineering Scotland at key events and competitions.

## Regional Area Representatives

This role would be suitable for an active outdoor climber with a knowledge and understanding of outdoor climbing venues across outdoor climbing disciplines, in the area that they are based and/or where they actively climb.

### The role

- Be a voice for the climbing community in their region.
- Host and chair local meetings in relation to climbing developments for their represented area.
- Assist in local crag access, liaise with local climbers, landowners and Mountaineering Scotland's Access & Conservation Officer.
- Address any crag issues such as replacing dated equipment like bolts on sport climbs, historically significant abseil stations, replacing tat around trees with wire cable and maillon, creating new abseil stations where appropriate to protect a crags sustainability.
- Crag clean ups, appropriately removing vegetation, repair work, development of new crags or cliffs for either trad or sport climbing, where appropriate tidying up and equipping of rarely visited trad venues.
- Consult with key stakeholders such as landowners, access officers and local climbers with regard to outdoor climbing developments (bolting/crag developments/access)
- Liaise with the Climbing Development Group regarding national bolt fund.
- Work with the Climbing Development Group on summer/winter national/international climbing meets in their region.

We ask candidates who wish to put their name forward to provide a brief summary of their experience in an organisational context and their interests in mountaineering/outdoor/sporting activities, together with a personal statement as to how they feel they could contribute to the work of the Climbing Development Group.

**Expressions of interest should be submitted by close of business on 21<sup>st</sup> March 2024.**

**If you are interested in any of the opportunities detailed and would like more information, please contact [info@mountaineering.scot](mailto:info@mountaineering.scot)**

