



Mountaineering Scotland

The Granary
West Mill Street
Perth PH1 5QP
Tel: 01738 493 942
Please reply by email to
heather@mountaineering.scot

Job Description

Mountain Safety Adviser (0.4 FTE Permanent part time contract)

The Role

Mountaineering Scotland has a key role in promoting mountain safety and the purpose of the post is to support the Senior Mountain Safety Advisor (SMSA) in promoting the awareness of the skills and ethos of self-reliance which define safe practice in the mountains. Working under the direction of the Mountain Safety Group this involves the delivery of a range of training courses throughout the year as well as a programme of lectures and events, contributing to media articles on mountain safety and, when required, acting as a spokesperson on matters relating to mountain safety.

Job Context

Mountaineering Scotland is a not-for-profit company with ten employees and a budget of £500k. As the representative body for hill walkers, climbers and ski-tourers it has a growing membership of 14,000 and actively campaigns on a wide range of issues including access rights and protection and conservation of the mountain landscape.

We work with a range of partner organisations to promote mountain safety through the delivery of skills-based courses and raise awareness of hazards in the mountain environment through a range of communication channels. Mountaineering Scotland is also the national governing body for the sport of indoor climbing, which will be an Olympic event for the first time in 2020, and has introduced ClimbScotland, an innovative and successful programme which encourages children to take up the sport.

The postholder will work closely with the Senior Mountain Safety Advisor to develop and deliver the mountain safety programme, working with a range of partners including Glenmore Lodge. This will include delivering courses, ensuring that the content is to a high standard and relevant to students, and that they meet income targets. The postholder will also be required to deliver high quality interactive lectures and presentations which convey key mountain safety messages to a mixed audience of both novice and experienced climbers and mountaineers. The postholder will also be required to promote their services

to clubs and deliver a programme of training and support to meet the needs of club members.

Responsibilities

- Ensure that activities required are effectively planned, monitored and implemented, ensuring that contingency action is taken to rectify any identified shortfall in target achievement.
- Support the work of the Senior MSA with reference to educational materials and information on issues relating to mountain safety including articles for outdoor media.
- Ensure that the importance of self-reliance in mountaineering and the right of mountaineers to participate in a risk sport is effectively communicated.
- Organise courses for members and safety talks for the wider public (as outlined below). Liaise with colleagues to enable the effective promotion of courses and events, including joining instructions and other information required by participants. Liaise as necessary with sponsors to provide effective communication and feedback concerning course and event outcomes.
- Plan and reserve accommodation and staffing for the ongoing mountain safety programme.
- Take responsibility for the organisation, supervision and motivation of freelance staff employed to work on the mountain safety programme, including the behind the scenes administration and quality assurance of those freelance staff.
- Take overall responsibility for the day-to-day delivery of mountain safety events in a potentially hostile and risky environment ensuring the safety and enjoyment of course participants. In addition, ensure the safety and welfare of course participants in remote residential settings on a 24-hour basis.
- Deal with potentially life-threatening incidents in the mountains.
- Organise, promote and deliver a series of winter and spring safety lectures in partnership with Tiso, Cotswold, Craigdon and other partners, including pre-event liaison with sponsors, preparation and delivery of presentations and logistics surrounding travel throughout Scotland.
- Promote Mountaineering Scotland membership at lectures and other events.
- Develop, promote and deliver tailored training packages to clubs, and encourage them to develop safe operating practices through provision of evening talks and practical on the hill training.
- Ensure that Mountaineering Scotland policies and procedures relating to the organisation of courses and hiring of contracted instructors are implemented, specifically the Operating Statement in Relation to Mountain Safety Events, Protocol for the Engagement of Freelance Instructors and Fees Paid to Freelance Instructors
- Act as a spokesperson (when asked) on mountain safety issues to the general and mountaineering media, in liaison with the Senior MSA and CEO, working to the requirements of the Communications Strategy.
- Act as an ambassador at all times for Mountaineering Scotland.

PERSON SPECIFICATION – EXPERIENCE & SKILLS

Essential Attributes

- Be an active mountaineer.
- Hold the Winter Mountain Leader Award **and** Mountaineering & Climbing Instructor Award or Winter Mountaineering & Climbing Instructor and be a member of the Association of Mountaineering Instructors (AMI) or IFMGA Guide.
- Be an excellent communicator with experience of public speaking and lecturing. A feature of the post is the ability to deliver mountain safety lectures in an informative and entertaining manner
- Be highly skilled in providing training, in both a formal and informal context.
- Have excellent knowledge and understanding of mountain safety issues and how these are perceived by both mountaineers and the wider public.
- Have the ability to multi-task and to demonstrate appropriate organising, prioritising, planning and project management skills.
- Have a record of successfully developing and delivering courses and events.
- Be confident in representing the Mountaineering Scotland viewpoint accurately and in promoting its agreed strategy, policy and position statements, and presenting to all levels of audience in person and in writing.
- Be able to work flexibly as part of a small team and to cooperate with volunteers, and representatives of other organisations.
- Have appropriate IT skills for the post, including the ability to develop presentations, and use social media.

Desirable Attributes

- To hold a degree or academic qualification in a subject relevant to the post.
- To have an understanding of sports participation pathways and how they can be applied in the context of climbing and mountaineering.
- To have worked with or been a member of a voluntary club.
- To understand the wider role of Mountaineering Scotland and how it relates to partner organisations working to support and develop climbing and mountaineering across the UK.

Expectation

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

Accountable to whom

The post holder reports to the Senior MSA who is the line manager.

The Mountain Safety Group

The post holder is expected to attend Mountain Safety Group meetings twice a year.

Working Hours & Remuneration

90 working days per annum on a flexible basis to be agreed in advance. The duties of the post will require the employee to work an unspecified number of irregular hours including

evening and weekend work. The salary for this post is £28,480 to £30, 653 pro-rata and benefits include access to a workplace pension scheme and a paid annual leave allowance of 14.2 days. Additional benefits include the provision of equipment and branded PPE and the successful candidate will also have the opportunity to access support with additional professional development opportunities and qualifications. The post holder is expected to use their own transport where necessary. Travel expenses are paid at 45 ppm or ticket price if public transport is used.

Post Commitments

Please note this is an indicative work programme which may vary depending on the needs of the service and interest / demand from members.

Activity	No of events	No of day's/evenings work
Winter Lectures	8	16
Winter Lecture prep		2
Spring Lectures	4	8
Spring Lecture prep		2
Winter skills/nav/climb w/e	2	4
Autumn night nav courses (Central Belt)	6	6
Scrambling Courses	3	8
Hill Skills weekend courses	2	5
Club Support weekends	10	25
Mountain Safety Group meetings	2	2
Admin to prep & support above programme		12
Total number of days		90

Please submit completed applications to heather@mountaineering.scot by 16.00 on Friday 26th July 2019