



The Granary
West Mill Street
Perth PH1 5QP
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ROLE DESCRIPTION

JOB TITLE: REGIONAL DEVELOPMENT OFFICER: CLIMBSCOTLAND

The Role

The post holder is responsible for the achievement of ClimbScotland development targets for their designated territory, and for contributing to ClimbScotland communications content through a variety of media.

Job Context – ClimbScotland

Mountaineering Scotland is the national sports governing body for indoor (sport) climbing. ClimbScotland is our programme for 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.

The Regional Development Officer post is wholly supported by sportscotland investment, with the specific aims of increasing the number of young people participating in climbing activities as demonstrated by their membership of ClimbScotland.

Key Responsibilities and Areas of Work

- Through their role as the regional representative of ClimbScotland, act in a professional and enthusiastic manner at all times to promote and implement ClimbScotland development initiatives to meet agreed targets
- Develop the profile and awareness of ClimbScotland, and of climbing and participation opportunities throughout their territory
- Ensure full personal understanding of Mountaineering Scotland policies and procedures relating to equality, child protection and safeguarding children, and implement them where appropriate
- Ensure that all events organised under the auspices of Mountaineering Scotland / ClimbScotland fully meet the requirements of the Events Code of Practice
- Observe all relevant health and safety requirements when providing instruction or attending events at third party premises
- Be bound by and promote the ethos of the Mountaineering Scotland Equality Policy

- Grow membership in existing and new clubs for young people to the target levels defined in the annual operational plan, to be measured by reference to Mountaineering Scotland membership system
- Through a regional development plan agreed with the Team Leader. which takes account of the developmental needs of club members, provide a range of training, support and guidance to existing and new clubs, covering as required: constitution, organisation and governance, safeguarding children, provision and delivery of indoor and outdoor events, promotion of the club and other requirements
- Communicate with university and college clubs on a regular basis to provide advice and information concerning equipment recording and logging, safety & liability, risk assessments, mountain safety courses, coaching workshops and events, ensuring that effective communication is maintained with Mountaineering Scotland at all times
- Provide support and guidance, including skill-based training sessions, to local authorities, schools and colleges with climbing walls, through liaison with local authority technical advisors and other staff, with the aim of increasing access to built climbing facilities and supporting the development of school and college based clubs
- Monitor the effectiveness of partnerships between schools, colleges, clubs and commercial climbing walls with the aims of increasing participation and supporting the development of club activities, referring issues and opportunities to the Team Leader: ClimbScotland.
- Support the work of the Sport Development Officer through liaison on a regular basis with climbing wall managers, reporting back on any issues and opportunities which require further support in the areas of coaching, coach training, route setting and facility development
- 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
- By providing support and information to third party organisations catering for young people, develop the registrations of youth participants in ClimbScotland membership to target levels
- Attend climbing competitions in the capacity of the Mountaineering Scotland / ClimbScotland representative, including liaison with Competition Coordinators, running the belayer refresher session prior to the start of the event and acting as belay co-ordinator during the event, and providing a competition report for publication in ClimbScotland media.
- Provide copy and visual content for ClimbScotland media on a regular basis based on activities undertaken on territory

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Additional Responsibilities

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

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

Mountaineering Scotland is committed to selecting staff solely on the basis of their ability to do the job for which they are being recruited, and welcomes applications from all sectors of the community.

Experience and Skills Required

Essential Attributes:

- A self-starter who is able and willing to act as an enthusiastic ambassador for ClimbScotland and the sport of climbing
- Active climber with demonstrable experience of delivery and knowledge of working practices gained in a climbing wall environment
- Ability to communicate with, support and inspire young people, parents and club volunteers and to impart personal and technical knowledge
- Qualified with SPA, CWA and CWLA
- Experience of delivering training activities to different audiences
- Excellent written and verbal communication skills, able to produce high quality copy and images for ClimbScotland website and magazine
- Committed to working evenings and weekends
- Strong administrative skills with the ability to plan ahead to maximise personal efficiency
- PVG scheme membership, which may be applied for prior to confirmation of an offer of employment
- Full driving licence and willingness to travel. Must have own car or be willing to purchase.
- Ability to use a laptop computer to develop and make presentations
- Demonstrable ability to use a range of social media platforms

Desirable Attributes:

- Experience of organising and route setting for youth climbing competitions
- Mountaineering Scotland membership
- MIA training, or award holder, with demonstrable experience gained in a climbing wall environment
- Attended Safeguarding Children level 1 & 2, or willing to attend
- Climbing Coaching Award levels 1 & 2, or willing to train
- Negotiation skills

Accountable to whom

The post holder reports to the Team Leader: ClimbScotland

Grade

Specialist Officer

Working Hours

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.

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.

Role Description Revised: March 2017