

Mountaineering Scotland

Vacancy - Director for Member Services & Communications

We are recruiting for a new volunteer director to help us fulfil Mountaineering Scotlands potential and ambitions. As Director of Member Services & Communications, we are looking for individuals with the enthusiasm, experience and personal qualities to provide strategic direction and encourage innovation, enabling us to learn from within and from outside the organisation.

Who we are?

Mountaineering Scotland is a membership organisation with over 15,000 members including 163 clubs and is the nationally recognised representative organisation for hill walkers, climbers, mountaineers and ski-tourers who live in Scotland or who enjoy Scotland's mountains. We act to represent, support and promote Scottish mountaineering. Mountaineering Scotland also acts on behalf of the 80,000 members of the British Mountaineering Council 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 competitive climbing with a focus on children and young people.

Mountaineering Scotland is committed to equality of opportunity for all staff and volunteer directors. 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. We believe that diversity leads to better discussions with and outcomes for our members. This enables our membership to evolve and encourage an inclusive culture.

Our future

With a new strategic plan for 2022-25, we are excited about the future of Scottish mountaineering and indoor climbing. We are seeking to grow the diversity of our membership, to engage more people to support what we do and to increase the loyalty of those who have already joined. Listening to the evolving needs of our members and clubs is critically important, as is ensuring that our key messages reach all our target audiences and our key stakeholders such as the Scottish Government and large landowners.

Our commitment to equality and diversity

Mountaineering Scotland is committed to being an employer and a 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.

Our recruitment process will be fair, transparent, structured and consistently applied. Selection of candidates for election will be based solely on their suitability for the role, by reference to the criteria stated in the person specification and description of the role.

Director of Member Services & Communications

With strong membership growth in recent years and ambitious targets to offer a membership package which is relevant and attractive to a broad spectrum of hillwalkers and climbers, this role will support the busy Member Services & Communications team at this exciting time.

This role is responsible for the strategic oversight of membership and communications, as well as advising on any challenging communications issues. The Director for Member Services & Communications works with the Board, especially the Director for Clubs, to give direction to our work in expanding our membership base, providing an excellent experience and opportunities for our members, and increasing the diversity of Mountaineering Scotland. The post provides advice and support to the CEO and the Member Services & Communications Manager.

This director will contribute insights, advice and ideas on the development of our marketing and communications, brand and product development, membership recruitment and retention. The role would ideally suit someone with a broad network and experience of communications, marketing, PR or fundraising ideally within another membership organisation. The successful candidate will be passionate about reaching out to new audiences and growing the influence and impact of this small organisation at a key time for growth in outdoor activities.

The Role

- Lead on a review and refresh of membership and communication strategies to align with the new organisational strategy 2022-25.
- Working closely with the Director for Clubs, ensure the membership strategy supports clubs and builds an inclusive and diverse mountaineering community.
- Supporting the CEO to ensure the Member Services and Communications team have the structure and resources required to deliver the strategic and operational objectives.
- To advise and support the CEO and the team on issues of communication and membership.
- Provide specific communications advice when needed, especially to advise on campaigns, promotions and areas of reputation management including the use of social media platforms.

Further information

We are keen to hear from you if you have a passion for mountaineering or outdoor activities, have the relevant experience and personal skills which meet the stated criteria and are keen to contribute. This role offers a fantastic opportunity to make a real difference to Scottish mountaineering as part of a welcoming team in a growing and vibrant sport with a strong social and cultural heritage.

We offer successful candidates the chance to develop new and existing skills, gain experience supporting and advising Board colleagues drawn from a range of professional and technical backgrounds, to help implement our Strategic Plan and guide future strategic and policy development. You will be able to participate in a range of training courses which could complement or refresh your present skill set.

Terms and Conditions

- The Board welcome expressions of interest from individuals who are not yet members of Mountaineering Scotland
- At the time of co-option or election the director must be an individual member or a paid-up member of a club which has registered their membership
- The Board may co-opt directors prior to election; however, directors must stand for election at the next available Annual General Meeting (AGM), and at the AGM during their term of office thereafter;
- The initial term of office is a maximum of 4 years with the option to extend this for a further 2 years (subject to members approval), unless standing for election as President
- Directors are expected to meet the requirements of Mountaineering Scotlands Equality Policy and our Volunteering Code of Practice
- Directors intending to stand for election will be asked to declare any material interest that they have in mountaineering or other business interests relevant to Mountaineering Scotland prior to their election.
- This opportunity is not open to anyone who has been disqualified from holding a directorship in a limited company.

How to apply

Individuals who are interested in the post are invited to contact Stuart Younie, CEO/Company Secretary in the first instance for an informal discussion: Tel; 07738 200039 or stuart@mountaineering.scot

We ask candidates who wish to put their name forward for election 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 would contribute to the work of Mountaineering Scotland in this role.

Candidates who have expressed an interest in the role and meet the requirements of the position will be invited to attend an informal meeting to discuss their personal statement and to ask any questions about the position. Following this meeting the Board will identify a preferred candidate to be nominated to join the board and be put forward for election at the 2022 AGM.

All expressions of interest and supporting statements should be submitted by Friday, 11th February 2022.

Useful links

Take a look around our website to discover more about the services we offer members and clubs, our campaigns and the activities we represent. Here are some specific pages you might like to check out too:

- [Strategic Plan 2017-21](#)
- [Meet the team](#)
- [Volunteering code of practice](#)
- [Equality policy](#)
- [Articles of Association](#)