

## Role description & person specification

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|------------------|---|
| Position:        | Chair of the Competition Climbing Performance Group (CCPG)  |
| Reporting:       | The CCPG is a sub-committee of the BMC Board of Directors (Board)                                 |
| Duration:        | Initial term to 31 March 2021 then subject to review  |
| Time commitment: | Minimum quarterly meetings in Manchester with weekly correspondence with key staff and volunteers |
| Remuneration:    | Voluntary position – travel and accommodation expenses only                                       |

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## Introduction

It's an exciting time for competition climbing and as we head towards the Tokyo Olympics, the BMC is looking for the right person to chair a new group to oversee our competitions programme, the talent pathway system and the GB Climbing Teams. The CCPG will cover all aspects of competition climbing (including paraclimbing) as well as ice climbing and ski mountaineering competitions. This exciting voluntary role will encompass the work of both the BMC's GB Climbing staff and the UK Sport-funded staff working on the medal support plan for climbing.

## Background to the CCPG

Over the course of 2019 the Board and a specialist task group within the Organisational Development Group (ODG) gave considerable thought to the most appropriate governance arrangements for competition climbing. In November 2019 the Board agreed with the ODG recommendation that this work should be delivered through an internal department. The rationale for this includes the fact that funding bodies expect a sports NGB to be directly accountable for competitions whilst also ensuring this work is well integrated with their broader operations. At the same time, the other options considered (a subsidiary company or joint venture) were not seen to offer any definite advantages. The preferred option of Mountaineering Scotland (the BMC's equivalent in Scotland) was for an internal department.

The BMC therefore seeks to appoint a Chair for the CCPG who will be committed to the successful implementation of a governance model for competitions and performance that is akin to the arrangements that are in place for other sports. The Board in turn will ensure that there is close and continuous communication with CCPG, supported by clear agreements regarding delegated responsibilities and funding and regular evaluation of the working arrangements.

## Role summary

- **Leadership:** chair a strong, cohesive and effective group which represents the best interests of competition climbing.
- **Consensus building:** build consensus amongst CCPG members, the Board, National Council, key stakeholders and the wider membership to ensure the smooth running of GB Climbing.
- **Performance evaluation:** monitor and evaluate GB Climbing's performance against agreed measures and report progress to the Board.
- **Advocacy:** promote and develop the reputation of GB Climbing both internally and externally.
- **Standards:** promote the highest standards of behaviour, integrity and probity across GB Climbing and its activities.

| Person Specification  | Essential / Desirable |
|---|-----------------------|
| Experience of chairing a body of a comparable nature (scale, complexity) to the CCPG                  | Essential             |
| A good working knowledge of, and genuine interest in competition climbing and associated activities   | Essential             |
| A sound understanding of finance and experience of scrutinising budgets                               | Essential             |
| Experience of organisational planning and strategic development                                       | Essential             |
| Experience of partnership working and building consensus amongst individuals, groups and stakeholders | Essential             |
| A proactive outlook and the ability to support and challenge staff, volunteers and stakeholders       | Essential             |
| An energetic personality with very strong interpersonal and communication skills                      | Essential             |
| Time to commit to the role  | Essential             |
| Welsh speaker   | Desirable             |

To apply for this position please send the following items to [recruitment@thebmc.co.uk](mailto:recruitment@thebmc.co.uk)

- A covering letter explaining your interest in the role.
- An up-to-date CV with details of two referees.

The closing date for applications is 9.00 am on Monday 17 February 2020 and interviews will take place in Manchester in late February / early March.