
Job description & person specification

Head of Performance for GB Climbing

Employer:	The British Mountaineering Council
Job Title:	Head of Performance (GB Climbing)
Duration:	4-year, full-time fixed-term post (1-year funding confirmed, future funding dependent on achieving UK Sport targets)
Remuneration:	£50,000 - £55,000 per annum, depending upon experience. Excellent benefits including pension, healthcare and life insurance after qualifying period
Hours of work:	Such hours as are necessary to fulfil the duties. This will involve a minimum of 35 hours per week and may include evenings, weekends, public holidays as well as considerable time out of the country
Reporting to:	CEO
Location:	BMC, The Old Church, 177-179 Burton Road, West Didsbury, Manchester, M20 2BB
Direct Reports:	5 (covering Coaching, Competitions, Coach Development, Pathway and Operations)

The Position

There has never been a more exciting future for competition climbing as the sport is poised to make its long-awaited debut later this year at the rescheduled 2020 Olympics in Tokyo and has recently been confirmed on the Paris 2024 programme. Furthermore, the [BMC successfully secured Progression funding from UK Sport](#) and it has been confirmed that our Podium Athlete Award funding will continue through to Paris (a total 4-year award of £1.56m). This complements the existing investment made into the sport by the BMC and by Sport England.

The GB Climbing department within the BMC now has the funding, the opportunity and the ambition to create the new Head of Performance role, with the mission to raise performance across all competition climbing disciplines and develop a successful team of homegrown athletes. Progressive and knowledgeable leaders will fit perfectly in this exciting new role, ready to join the BMC and GB Climbing at one of the most pivotal points in the sport's history to help shape the future of competition climbing in the UK.

We are seeking an individual who can inspire and connect with the UK's competition climbing community at all levels, and in line with the [vision, mission and values of the BMC](#) and [GB Climbing](#).

The Head of Performance will play a key role within the BMC's Senior Team in driving forward the vision and ambitions of [GB Climbing](#) and in turn support the BMC and its members more broadly.

The role will entail building and monitoring a performance system within GB Climbing whilst inspiring our athletes and GB Climbing staff to achieve their highest potential.

This is a unique chance for a Head of Performance to develop this fledgling Olympic Sport from its current status into a world-class trophy-winning team. GB Climbing and its athletes look forward to working with the Head of Performance in order to realise this dream.

The role holder will be required to undertake appropriate safeguarding checks as well as providing proof of right to work in the UK and possess a full driving licence.

Purpose

The Head of Performance will be directly accountable to the BMC's CEO for the successful management and execution of the BMC's ambitious performance, talent development, high performance coach development, and competition programme. This reaches across all climbing disciplines, including Olympic, Para-Climbing, Ice Climbing and Ski Mountaineering.

The successful candidate will also report to, and be supported by, the Competition Climbing Performance Group (CCPG), a sub-committee of the BMC Board, consisting of internal and external expertise and key stakeholder representatives.

We are seeking an individual who can inspire and provide effective leadership to GB Climbing, who can plan strategically over a 4-year cycle, who can implement change and who has the drive and ability to lead our teams to even greater success.

The role will be based at the BMC's headquarters located in south Manchester, but the successful candidate will be expected to have the flexibility to spend periods of time away from home supporting competition delivery. Frequent travel (including overseas), weekend and evening work are expectations of this role.

Specific work areas

- **Manage and develop a performance culture** within GB Climbing, including cultivating a sustainable high-performance environment that gives GB athletes the highest potential for success. This includes building upon the existing culture of collaboration, team working, innovation and support; as well as developing and implementing a high performance strategy.
- **Provide exceptional leadership and management** to GB Climbing (people, finances, processes, and resources) in order to identify and support the strategic needs of the performance, talent pathways, high performance coach development, and competition system.
- **Attend key UK and international competitions** to provide the required support to Athletes and Coaches, as well as being an ambassador for climbing, the BMC and GB Climbing.
- **Build positive and mutually beneficial relationships** with key partners including UK Sport, Sport England, English Institute of Sport (EIS), British Olympic Association (BOA), International Federation of Sport Climbing (IFSC), Mountaineering Scotland and Mountaineering Ireland.
- **Contribute to the BMC's Senior Team** to ensure there is complete integration, alignment and wider organisational support across all areas of the BMC, including Development, Marketing & Communications, Digital and IT developments, and to support governance and compliance, board reporting, accountability and scrutiny.
- **Develop the strategic and operational plans and budgets** for all performance teams, including coaching, support and pathways. Regularly track and report progress to the CEO, Board and Competition Climbing Performance Group (CCPG).
- **Ensure best practice is followed at all times**, including but not limited to: anti-doping, safeguarding, the health and welfare of Athletes, Coaches and GB Climbing staff.
- **Embed a healthy and supportive culture of continuous improvement** that builds a sustainable high-performance environment for GB Climbing staff and Athletes.
- **Ensure the effective day-to-day management of the operational plan** for GB Climbing is delivered.
- **Work with and support members** of the Senior Team and GB Climbing staff to provide thought leadership and strategic direction.

KPIs

- Delivery of Outcomes as stated in the UK Sport Progression and Podium plans
- Delivery of Outcomes as stated in the Sport England Talent plan
- Delivery of Outcomes as stated in the BMC's Strategic Action Plan
- Delivery within Governance and departmental management.

Professional qualifications, knowledge, skills and experience	
Considerable recent experience of, and a track record of success, in leading high performing systems and teams and delivering against targets.	Essential
A management, sport science or business studies qualification or equivalent experience achieved in leading a performance department over 5 years or more.	Essential
A comprehensive understanding of high performance systems, including coaching, sport science, competitions (domestic and international) and talent pathways.	Essential
An understanding of the functions of a membership organisation / governing body of sport.	Essential
An interest in sport and recognition of the importance of promoting and supporting equality, safeguarding and anti-doping within sport.	Essential
Experience of working with multiple partners, stakeholders and volunteers to achieve success, including working with public funding agencies.	Essential
<i>Commercial, sponsorship and contract experience.</i>	<i>Desirable</i>
Management competencies	
Highly developed leadership and management skills, with a proven record of establishing a culture of collaboration, team working, innovation and support.	Essential
Interpersonal skills and judgement which inspire confidence and trust in staff, volunteers, stakeholders and other organisations, including significant and proven experience of being able to influence others.	Essential
Ability to manage budgets and maximise resources.	Essential
Qualities & Competencies	
Strong planning and organisation skills with the ability to lead change while managing a range of different priorities.	Essential
Ability to implement balanced decision-making with high emotional intelligence.	Essential
An understanding of and commitment to equality and diversity, safeguarding, and high ethical standards in a performance and talent environment.	Essential
<i>A willingness and aptitude to represent GB Climbing externally, including with stakeholders and the media.</i>	<i>Desirable</i>
<i>Experience of being an organisation's media representative for relevant activities (e.g. major championships).</i>	<i>Desirable</i>
<i>A good understanding of the interests of climbers, hill walkers and mountaineers and the freedom to enjoy these activities.</i>	<i>Desirable</i>
<i>Active participant in one or more of indoor & outdoor climbing, hill walking, mountaineering, ski mountaineering or ice climbing.</i>	<i>Desirable</i>

Dated February 2021

The BMC is fully committed to equality of opportunity for all job applicants and aims to select people for employment on the basis of their skills, abilities, experience, knowledge and, where appropriate, qualifications and training. As a representative organisation, working across England and Wales, we welcome those who can read and speak the Welsh language.

GB Climbing Ambitions

The BMC's Performance, Talent and Competition arm - GB Climbing - has significant ambitions that aim to build upon previous successes of GB Climbers on the world stage. Through GB Climbing we aim to establish Great Britain as the World's leading competition climbing nation by 2032, and our focus for the next 4 years will be to:

- Continue to support our existing World Class athletes to deliver to their full potential on the world stage.

This will be underpinned by:

- A sustainable performance system that can produce a cohort of athletes who can consistently qualify for semi-finals at Senior World and/or European Cups.
- The development of our athlete group, to support them to gain the skills and experience needed to progress into and thrive within an Academy Programme.
- A programme that learns, iterates, and improves - to ensure that we can continue to produce GB athletes that are ready to win on the world stage.

[Read more here](#)