

# **INFORMATION PACK NOMINATED DIRECTOR**

**VOLUNTARY POSITION**



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**ADVENTURE.  
COMMUNITY.  
ACTION.**  
FOR EVERY  
HILL WALKER,  
CLIMBER AND  
MOUNTAINEER.



# THE BRITISH MOUNTAINEERING COUNCIL

## OUR STORY

Formed by clubs in 1944, we are a membership organisation, established to be open to all and speak on behalf of mountaineers, climbers, and hill walkers, protecting spaces and supporting members in their activities.

Nearly 80 years later, more and more people are experiencing the enjoyment of climbing and being in the outdoors and recognising the benefits of active lifestyles for mental and physical health and wellbeing. Activities that can be shared across generations, in groups or individually.

We have always had a clear purpose: to make the climbing and outdoor experience of the people we represent as good as it can be, by removing barriers to participation to be more inclusive and have a more diverse audience. And while these activities have changed and participation has grown immeasurably over the years, this purpose holds as true as ever.

We campaign for freedom of access and the right to roam, we fund footpath repairs and run campaigns to clean up our hills and we are continually working for improved access to and the conservation of places we love.

## WHAT WE DO

We protect the future of hill walking, climbing, and mountaineering so people can embrace adventure, both now and for generations to come. The freedom that adventure brings, should be available to all - so we support and prepare people, share vital knowledge, and give our community a strong voice.

## WHERE WE DO IT

From rugged peaks to coastal cliffs, the BMC protects and repairs our wild places, collaborates to keep access open for all, and develops emerging climbing talent to create Olympic stars of the future.

## WHO WE DO IT FOR

The more people we can inspire, the better.

## WHY WE DO IT

We relish challenge in all its forms; from taking part, to performing at the highest level. Challenge enriches lives, provides mental and physical well-being and unifies our community.

## THE BMC TODAY

Through all our activities we support and enable people to challenge themselves. We believe in the power of hill walking, climbing and mountaineering to change and improve lives and we are here to support, encourage and inspire you in these fantastic pursuits.

Representing a growing number of participants across ever evolving disciplines and activities, we fight to protect the outdoor environment of the places we love and tackle the impact of climate change so that people can pursue their passion, with our values woven through our every action.

## OUR MISSION AND VALUES

### COMMUNITY | SUSTAINABILITY | ADVENTURE | ASPIRATION | RESPECT

Our mission is to support our passionate community and inspire those curious about our activities to get out and enjoy them. We support and prepare you to be safe and responsible, whilst campaigning to ensure access to the great outdoors. We are custodians of these spaces and our environment for future generations.

As we grow towards 100,000 members, so does the strength of our voice on behalf of these important issues. We proudly live and breathe our values.

On your behalf we proudly:

- ▶ **Work behind the scenes** to negotiate improved access to crags and countryside in England and Wales
- ▶ **Influence and lobby government** and decision makers, and work with sector partners on key policy issues and future legislation
- ▶ **Protect your safety through advice**, training and support. Finding practical solutions and demanding the highest standard of safety for kit and equipment
- ▶ Establish numerous projects to **restore trails**, protect fragile environments and **help conserve endangered wildlife**
- ▶ **Support people** to get the most out of their activities through **world-class advice**, training and development
- ▶ **Produce inspirational content**, keeping the spirit of climbing, hiking and mountaineering alive while motivating you to take on your next adventure

## AND THERE'S MORE

For climbers who venture onto our amazing boulders, outcrops, mountain crags and sea cliffs, we have and continue to champion your rights to access the places you love. We work tirelessly to care for these places and inspire you towards greater adventures.

We also organise events, support clubs and communities, and promote opportunities for people from all walks of life to experience the positive effects of the mountains on our physical and mental wellbeing.



## GB CLIMBING

The BMC runs GB Climbing, the home of competition climbing in the UK. GB Climbing manages the GB Climbing teams, talent and performance pathways, national and international competition events in the UK, and proudly promotes the future of our sport.

In the summer of 2021 in Tokyo, climbing became an Olympic sport for the first time. Climbers competed in the combined event of three disciplines: Lead, Boulder and Speed climbing. Looking ahead to Paris 2024, and beyond, speed climbing will now be a medal event of its own, separated from a combined Lead and Boulder.

In September 2022 we hosted an IFSC World Cup in Edinburgh and have ambitions to regularly host events on the world series.

## IF CLIMBING FOR YOU IS HANGING OUT AT YOUR LOCAL WALL, TRAINING HARD OR KEEPING IN SHAPE WITH YOUR FRIENDS THEN WE ARE THERE FOR YOU TOO

By supporting indoor climbing, we:

- ▶ **Develop coaches** with our Fundamentals of Climbing courses
- ▶ **Support clubs** to help provide a great learning environment
- ▶ **Create skills and training content** to set you off on the ideal route for you
- ▶ **Work with partners** to promote safe and inclusive climbing spaces

On top of that we are involved in producing top quality guidebooks, we organise climbing festivals, and act as a voice for everyone in this amazing **community**.



# NOMINATED DIRECTOR INFORMATION PACK



## ROLE DESCRIPTION

<b>Position</b>	Nominated Director for the BMC's Board of Directors  <i>With a focus on Marketing and experience of Membership Organisations and Competition Sport</i>
<b>Duration</b>	Initial term of 3-years from appointment; subject to ratification at the June 2024 AGM; possibility for second 3-year term
<b>Remuneration</b>	Voluntary position – travel and accommodation expenses only
<b>Frequency</b>	The Board is scheduled to meet 8 times during 2024, with a mixture of evening virtual meetings and full day face to face meetings which most often will take place at the Manchester office.  In addition, there will be additional business between meetings (email, correspondence / conference calls / relevant reading) and in total the role is expected to require a minimum of 20 days a year
<b>Reporting to</b>	Chair, Board of Directors
<b>Head office location</b>	BMC, The Old Church, 177-179 Burton Road, West Didsbury, Manchester, M20 2BB



# NOMINATED DIRECTOR INFORMATION PACK

## ROLE OUTLINE

To balance the composition and skills of our Board, the BMC is now inviting applications for one Director from its membership, during a period when the organisation is reasserting its role as a body representing mountaineers (hill walkers, rock climbers, mountaineers and indoor climbers) whilst rapidly developing its role as the National Governing Body for competition climbing and ski mountaineering.

This position will appeal to those who recognise the well-being benefits of active participation in outdoor activities and who share our care and concern for the natural environment. It provides an opportunity to gain satisfaction from contributing to decision-making and scrutiny at a time when the BMC is seeking to grow its membership and enhance its services whilst championing the environment in the context of increased outdoor participation.

The Board aspires to be both diverse and inclusive; encompassing a wide range of perspectives, approaches and experiences which we believe are essential to driving further innovation, challenge and creativity within our sporting environment – mountain, crag, and indoor. In line with this we are keen to achieve a more diverse Board and we encourage applications from underrepresented groups, in particular people from ethnic minorities, people with disabilities and women.

Following a period of constitutional change to ensure compliance with the Code for Sports Governance, the BMC is structured as follows:

- ▶ the Board: responsible for the overall direction and organisational policy of the BMC and ensuring its financial viability and meeting legislative requirements.
- ▶ Members' Council: acts as the representative body for the membership; consults, checks and challenges the Board, on behalf of the members.
- ▶ CEO and staff: responsible for the day-to-day operation of the BMC.
- ▶ Members: required to approve major decisions of a constitutional nature at an AGM.

We have five core values: community, adventure, sustainability, aspiration and respect. Within the latter, we celebrate the rich variety of British climbing, hill walking and mountaineering, build inclusive relationships and respect each other.

Over the past 2 years the BMC has built the infrastructure and market intelligence which underpins its marketing. It now needs to continue to develop its marketing across multiple channels and audiences, including existing and future members, the outdoor industries, the indoor climbing businesses and the competition climbing world including athletes, coaches, parents and supporters.

## ELIGIBILITY

To be eligible for appointment, candidates must be nominated by two voting members of the BMC who are over the age of 18 and eligible to vote at the BMC's Annual General Meetings (AGM). If the applicant is currently serving on Members' Council, they would have to surrender their Members' Council role before taking office as a nominated director.

Candidates are expected to have a strong affinity for the work and responsibilities of the BMC.

# NOMINATED DIRECTOR INFORMATION PACK



## THE SUCCESSFUL CANDIDATE

The successful candidate will be part of a team expected to set the vision and strategy for the BMC, evaluate strategic options and ensures an effective plan is in place and executed.

The successful candidate will have excellent interpersonal skills and a high level of emotional intelligence.

Key responsibilities are likely to include supporting the marketing of the BMC Brand, bringing a good understanding of membership organisations and supporting the growth of competition sport within climbing and mountaineering activities. A good understanding of competition climbing would be beneficial.

There is an expectation that the successful candidate will contribute to the work of various committees and task groups which report to the Board and which fulfil governance or specialist roles.

<b>REQUIRED SKILLS AND EXPERIENCE</b>	
▶ Recent experience in Marketing specifically in value proposition/product development	Essential
▶ Experience as a member of, or reporting to Board or equivalent, ideally in a Non-Executive capacity	Essential
▶ Previous experience in Membership Organisations	Essential
▶ Strong interpersonal skills with high emotional intelligence	Essential
▶ Demonstrable ability to work in a team and lead through influence across diverse parts of an organisation	Essential
▶ Knowledge and an understanding of Competition Sport from grassroots to elite and the associated structures and systems	Essential
▶ A strategic thinker with critical evaluation skills	Essential
▶ Experience of setting and working to strategic plans and objectives	Essential
▶ Commitment to the BMC and its objectives	Essential
▶ Time to commit to the role (more than 20 days p.a.)	Essential
▶ A member of the BMC	Essential
▶ Passionate about well-being and the outdoors or an interest in climbing, hill walking or mountaineering	Essential
▶ Strategic experience of leading and engaging volunteers	Desirable
▶ Understanding of Competition Climbing	Desirable
▶ Committee experience and / or chairing skills	Desirable







# NOMINATED DIRECTOR INFORMATION PACK



## HOW TO APPLY

The closing date for applications is Thursday 18 April 2024 at 9.00 am. To submit your expression of interest please include the following:

1. A 200-word statement about your interest, relevant experience, and motivation for the role.
2. Provide the full name and BMC membership number of two BMC members, who support your application for Nominated Director.
3. Provide a brief up-to-date CV with details of two referees to support the director role on the Board.
4. Please send the above information to [agm@thebmc.co.uk](mailto:agm@thebmc.co.uk)

## PROCESS

- Your application will be acknowledged within 2 business days of receipt.
- Should you have any questions about the application process itself, or would like more information about the role, please email [agm@thebmc.co.uk](mailto:agm@thebmc.co.uk)
- Your application will be anonymised and will be reviewed by the Nominations Committee (NomCom) against the essential and desirable criteria as detailed.
- Virtual interviews will be conducted by NomCom w/c 22 April 2024.
- All applicants who meet the criteria will be presented to the BMC Members for election at the AGM on Wednesday 12 June 2024 at 6.30 pm

Diversity is valued within the BMC. More than just encouraging your application, we're committed to conscious inclusion that (we hope) cultivates an ethos of belonging, connection, and shared purpose. It's this philosophy that drove us to shape our values and behaviours and we open our doors to those who share those values.

It would be appreciated if you could complete the [BMC's Equality & Diversity Monitoring Form](#) at the time of application.

## Key Dates

- |                   |                                  |
|-------------------|----------------------------------|
| 18 April 2024     | - Closing date at 9.00 am        |
| w/c 22 April 2024 | - Virtual discussions to be held |

# HELP US PROTECT OUR WILD PLACES FOR FUTURE GENERATIONS



RESPECT  
THE WILD  
RESPECT  
THE ROCK

THE CLIMATE  
PROJECT

MEND  
OUR  
MOUNTAINS

## WE ARE THE BMC

YOUR COMMUNITY FOR ACTION AND ADVENTURE

### MEND OUR MOUNTAINS

This is a vital BMC Access and Conservation Trust campaign to repair footpaths throughout Great Britain. It's a fantastic opportunity to join us in delivering a sustainable, ethical future for our most treasured wild landscapes in partnership with the people who use them and love them.

- ▶ Over £1.4 million raised
- ▶ 544 miles of upland repaired, equivalent to over 67,000 double decker buses
- ▶ 600 litter picking events and over 50 clean ups in 2022 in partnership with YHA

### THE CLIMATE PROJECT

Another essential campaign to support the work of Moors for the Future.

Out on wild moorlands grows an amazing plant called sphagnum. When growing healthily, this little plant powerhouse takes as much carbon out of the atmosphere as a tropical rainforest.

We've helped to transform and restore over 8,000 acres of peat moors across the Peak District and South Pennines, to actively fight climate change.

### OUTDOORS FOR ALL

We have the opportunity to create a lasting legacy: a natural health service that is accessible to all.

We believe this starts by expanding the opportunities to access more of our green and blue spaces, so everyone can enjoy the outdoors, more often, closer to home – that's what we are lobbying for.





# JOIN US

**NOMINATED DIRECTOR**

**Closes: 18 April 2024**