

## Role description & person specification

Position:	Chair of the Competition Climbing Performance Group (CCPG)
Reporting:	The CCPG is a committee of the BMC Board of Directors (Board)
Duration:	Three-year term of office subject to annual review.
Time commitment:	Minimum quarterly meetings in Manchester or virtually 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 - with climbing having recently made its debut in the Tokyo 2020 Olympics and subsequently having been confirmed for both Paris 2024 and LA 2028. The BMC is looking for the right person to chair the Competition Climbing Performance Group (CCPG). The CCPG is an advisory body providing oversight and 'check and challenge' for all aspects of competition climbing including domestic and international competition/events programme, the talent and performance pathway system, and the GB Climbing Teams for boulder, lead, speed, paraclimbing, ice climbing and ski mountaineering competitions.

This influential voluntary role will provide leadership to the CCPG and ensure that it provides the BMC's GB Climbing staff, and the volunteers that are vital to the delivery of BMC competitions, with constructive challenge and support to the ongoing growth of competition climbing in Great Britain.

### 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 how to best fulfil our role as the NGB for Competition Climbing and the most appropriate governance arrangements to oversee this. In November 2019 the Board agreed with the ODG recommendation that this work should be delivered through an internal department. The rationale for this included: the members' desire for the BMC to retain responsibility for the whole sport and minimise the risk of fracturing; as well as 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. The preferred option of Mountaineering Scotland (the BMC's equivalent in Scotland and partner organisation in the development of GB Climbers) was also for an internal BMC department.

The internal department, GB Climbing was set up in January 2020 and CCPG was inaugurated in March of that year, with Rab Carrington as the first chair. The CCPG supported the development of the UK Sport *Progression* submission, the success of which allowed the appointment of a Head of Performance in May 2021 who was joined soon after by a full time Head Coach – Olympic disciplines in June 2021. In April this year we received confirmation from Sport England that we would receive an uplift in the funding for our *Talent* work, as well as additional financial support to develop a strengthened NGB.

We are seeking a chair who will be committed to the successful implementation of a governance model for GB Climbing that develops a modern forward thinking NGB and High-Performance pathway. Following an initial focus upon developing the talent and performance framework for elite indoor climbing, the CCPG will now broaden its focus to meet its full remit of competition climbing from boulder, lead, speed, paraclimbing, ice climbing and ski mountaineering, and to ensure that domestic competition programmes – the foundations of our performance pyramid – receive the required level of support.

The Board will ensure that there is close and continuous communication with CCPG, supported by clear agreements regarding delegated responsibilities and funding, as well as regular evaluation of the working arrangements.

The time commitment is for 4-6 CCPG meetings a year, with an annual meeting to update to the BMC Members Council and Board.

## Role summary

- **Leadership:** chair a strong, cohesive and effective group which represents the best interests of all aspects of competition climbing, and its place in the wider sport.
- **Consensus building:** build consensus amongst CCPG members, the Board, Members' 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 set by the Head of Performance and GB Climbing's staff team, and in tandem with the CEO as line manager of the staff, report progress to the Board.
- **Advocacy:** promote and develop the reputation of GB Climbing both internally and externally at national and international levels.
- **Standards:** promote the highest standards of behaviour, integrity and probity across GB Climbing and its activities.

Person Specification	Essential / Desirable
Experience of leading a body of a comparable nature (scale, complexity) to the CCPG, either as a chair, CEO or other senior equivalent	Essential
A good working knowledge of, and genuine interest in competition climbing and associated activities	Essential
A collaborative leader, with excellent interpersonal skills, displaying high integrity and ethical standards, with the ability to work with a wide range of stakeholders. Experience of partnership working to build consensus amongst individuals, groups and stakeholders	Essential
A proactive outlook and the ability to support, advise and, where necessary, challenge staff, volunteers and stakeholders	Essential
Time to commit to the role	Essential
Knowledge and understating of sport, particularly governing structures and sports regulation, corporate governance and the code of sports governance	Very Desirable
A sound understanding of finance and experience of scrutinising budgets	Very Desirable
Experience of organisational planning and strategic development	Very Desirable
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, how your experience aligns with the Person Specification and the role summary.
- An up-to-date CV with details of two referees.

The closing date for applications is 9.00 am on 13 June 2022 and interviews will take place in Manchester in on 28 or 29 June 2022.