



# BMC ODG: Policy and Specialist Committee Review

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The Organisational Development Group (ODG) is launching a review of Specialist Committees and Working Groups in line with Recommendation 35 of the Organisational Review Group report:

*R35: The BMC should review Specialist Committees and Working Groups to clarify roles and ensure separation of policy-making and operational activities.*

This will also include the review of policies around growth and participation, particularly with respect to diversity of the membership:

*R8: The BMC should responsibly encourage growth and participation in all areas of the activities that it represents, recognising the access, conservation and environmental issues that growth could cause*

*R9: The BMC should develop and support strategies and programmes to encourage a diverse membership, focussing particularly on young people, to participate in all its activities*

We are looking for a person to lead a small group of volunteers to conduct this review, with key skills and experience in a combination of the following:

The following skills will be valuable within the lead and the other members of the group:

- Chairing and organisational skills
- High level of communication skills
- Understanding of complex issues covering a wide variety of work
- Working with other volunteers

Experience of the existing structures and roles of the Specialist Committees and Working Groups will be highly advantageous for the workgroup lead. The candidates will benefit from having:

- Experience as a member of at least one BMC Specialist Committee or Working Group
- An outline knowledge of the breadth and depth of all BMC Specialist Committees
- Understanding of other relevant organisations and how the work of Specialist Committees interacts with them

This workgroup will be designing and recommending a complex change programme which will require the group lead to understand the roles and needs of the existing structures, to develop and propose improvements and gain the agreement of multiple stakeholders for the changes.

The selected person will be a member of the ODG and will be supported by the other members as required. The first responsibility will be to form a suitable team to conduct the review and design the steps the review will take to successfully complete. There is a deadline for the work in that it has to deliver the report, with relation to R35, in good time for any accepted recommendations to be adopted by the Specialist Committees when they submit their Terms of Reference for approval at the December National Council meeting - i.e. on current planning, the R35 report has to be submitted for approval 2 weeks before the 21st September National Council.

The ODG works to the following principles which the selected person will also be expected to follow:

- Transparency of operations
- Ongoing consultation and communications
- Roles to ODG and its sub groups recruited openly and transparently, on a skills basis
- Being broadly representative of the BMC membership
- Making recommendations in line with the spirit of the ORG recommendations, as approved by the members at the BMC AGM June 2018.