

## Job Description & Person Specification

Employer:	The British Mountaineering Council
Job Title:	England Talent Manager – GB Climbing
Duration:	Permanent (full-time)
Remuneration:	£30,000 - £32,000 per annum, as well as 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 will include evenings, weekends and public holidays while supporting junior international camps and climbing competitions.
Reporting to:	Pathway Manager - Talent & Performance (GB Climbing)
Responsible for:	England Development Squad Head Coach and Regional Talent Coaching Coordinators
Location:	BMC, 177-179 Burton Road, West Didsbury, Manchester, M20 2BB. The successful candidate will be expected to undertake such travel as is necessary to fulfil the duties of the job. The BMC is trialling hybrid working.

### Purpose

It is an exciting time for GB Climbing, as we embark on a journey to develop sustainable athlete and workforce development pathways as we seek to achieve our long-term ambition to become one of the leading competitions climbing nations by 2032. After the inclusion of IFSC competition climbing at the Tokyo 2020 Summer Olympic Games, and securing increased investment from Sport England we are looking for a new member to join the GB Climbing staff team. Help us to develop a new inclusive and progressive England Climbing Talent Pathway that supports holistic athlete development and progression.

As the National Governing Body for competition climbing we are seeking a passionate, committed and dynamic England Talent Manager to oversee the development and deliver of the England talent pathway for GB Climbing. This is a new role, leading on innovative talent initiatives in England; developing talent clubs and talent hubs, supporting holistic athlete development and the delivery of new England Talent pathway squads.

The ability to develop and maintain strong, trusting, collaborative, effective relationships and networks with relevant external organisations will be key, particularly with indoor climbing walls, wall training groups and coaching organisations, personal coaches, etc.

The role will be based at the BMC's headquarters located in South Manchester, travel around the UK and attendance at the BMC elite training centre in Sheffield will be required. Weekend and evening work are expectations of this role, as is the requirement to attend agreed domestic camps, international camps and international competitions, acting as team leader.

We are seeking an individual who is a team player, equally able to work collaboratively and delegate. Critical to this role is the ability to thrive in a high performing team environment, being an active member of a multi-disciplinary team across a number of functions and departments. It is fundamental that the successful candidate is capable of working in partnership with a broad range of stakeholders both internally within the BMC, GB Climbing and externally domestically and internationally.

## **Specific work areas**

### ***Leadership and Management***

- Overall responsibility for leading and managing the England talent pathway, working in collaboration with the Pathway Manager - Talent & Performance (GB Climbing) to develop an England talent delivery plan 2023-2025 against GB Climbing and BMC aims and ambitions as we strive to be one of the world's leading Competition Climbing nations by 2032.
- Working with the Performance Administrator develop an annual England Talent budget plan aligned to the England Talent delivery plan, and against agreed budgets.
- Foster strong working relationships and partnerships with indoor walls, the Association of British Climbing Walls (ABC), NICAS, etc to tackle geographic and economic accessibility barriers, by establishing a network of talent clubs that feed into talent hubs.
- Ensure that England Talent Pathway policies and procedures are implemented and followed, including the development and delivery of innovative induction processes (for athletes, parents, personal coaches), safeguarding, anti-doping, risk management/ mitigation plans, complaints management (pre-event, in-event and post event) etc.
- As the key point of contact for all England Talent pathway coaches, work with the Coach Development Manager - GB Climbing to grow and evolve a learning culture that fosters a positive environment that is professional, and supports creativity, ownership, individuality, and community.

### ***Pathway Development***

- Connect with the BMC's Sport & Community Development team to align the development of the Talent Club and Talent Hub accreditation offer, developing and implementing a new talent clubmark programme.
- Develop and implement a new regional England talent programme across three regions – South, West and East that supports the consistent delivery of a local positive environments, through an embedded development curriculum/framework that is age and stage appropriate.
- Develop and implement an England Development squad programme at national level, maximising TASS support.
- Attend agreed England talent squad activity and competitions as required, particularly acting as a team leader for key Talent camps (domestic and international).
- Working in collaboration the Pathway Manager (Talent & Performance), seek inclusion on the DISE programme for England pathway athletes.
- Working in collaboration the Pathway Manager (Talent & Performance), support the development of key principles and benchmarks aligned to the GB Climbing Performance Standards and Performance Requirements, clearly defining and implementing athlete holistic planning, profiling, and tracking for England talent athletes.
- In collaboration with the Pathway Manager (Talent & Performance), GB Head Coach (Olympic Disciplines), GB Performance & Development Coach, and the GB Talent Coach, develop a clear athlete confirmation programme that positively supports athletes as they progress from Home Nation talent programmes to the GB Climbing performance and GB National Teams programmes.
- In collaboration with the Pathway Manager - Talent & Performance (GB Climbing), support the development and implementation of an athlete Health and Wellbeing education programme across the England pathway.
- Working with the Coach Development Manager - GB Climbing, facilitate Pathway coaches to develop and build strong relationships with home coaches of regional athletes to support athlete development through the implementation and delivery of coach education programs.

- Liaise with the Competition and Events Manager – GB Climbing and Competition Coordinator to support the development of innovative grassroots competition that supports age and stage athlete development.
- Working with the Competition Programme Manager – GB Climbing, support the development of local, regional and national level innovative grassroots competition that supports and facilitates an accessible and inclusive competition pathway aligned to the new GB Climbing pathway prospectus.

### **Administration**

- In collaboration with the Pathway Manager - Talent & Performance (GB Climbing), develop clear induction and communication processes for athletes, personal coaches and parents, particularly in respect to the selection of athletes to the England talent pathway programmes.
- Ensure all athletes, parents and personal coach named onto England Talent programmes undertake a progressive induction process.
- Ensure that all athletes have an Individual Development Plan with clearly stated goals and that regular development discussions are conducted with athlete and personal coach, including an annual review supporting a positive progressive athlete experience.
- Implement appropriate systems that seek regular feedback and gain insights, using these to improve the athlete experience, as well as using data collected to support future decisions and talent strategy.
- Reporting on the England Talent Pathway programme on a monthly, quarterly and annual cadence both internally and externally, such as BMC Senior Management Team (SMT), Mountain Training, Competition Climbing Performance Group, Members Council, BMC Board, UK Sport and Sport England, as required.
- Working with the Performance Administrator, ensure good finance administration of the England Talent Pathway programme budget. Ensuring appropriate policies and procedures are followed, such as expenses, post event reconciliations, etc.

### **Striving for Excellence**

Support the development of a holistic performance culture within GB Climbing, including cultivating a sustainable high-performing team environment that gives GB athletes the highest potential for positive progress through the England Talent pathway and onto the GB Climbing Performance programme and GB Teams.

As well as the necessary skills and experiences that you will bring to the role, we are seeking a candidate who can demonstrate

- Openness to learning, supporting investigation, evaluation and innovation. Able to seek and receive feedback, respects and values difference and is able to explore and apply learning from outside to bring a depth of thought that contributes to the development of a learning environment.
- Brings a positive mindset and energy to a group naturally, with an ability to connect and engage with others whilst managing self appropriately.
- Strong work ethic and a real passion to succeed with the ability to set stretch goals, working hard to achieve them by taking action.
- Personal values that support a positive and healthy culture, whilst striving for excellence.

## **KPIs**

- By 2024, develop a Hub and Talent Club accreditation – club mark programme.
- By 2024, establish up to four GB Climbing accredited talent clubs and a clear plan to establish 20-30 GB Climbing accredited talent clubs by 2025/26.
- By 2024, establish the development of new England talent squads at regional and national level with the highest level of athletes supported by TASS and an annual cohort of athletes supported through a DISE programme.
- By 2025, develop and implement a set of key principles that support embedded, holistic athlete development ensuring these principles are well evidenced and aligned to the new GB Climbing pathway prospectus.
- By 2025, develop a pathway that has developed a cohort of athletes ready to progress onto the GB Climbing performance pathway, gaining selection to the future GB Climbing Academy or Podium programme.
- Supported the development of an innovative grassroots competition programme at a local, regional and national level that facilitates an accessible and inclusive competition pathway, aligned to the new GB Climbing pathway prospectus.

<b>Skills &amp; Person Specification</b>	<b>Essential / Desirable</b>
<b>Professional qualifications</b>	
Educated to degree level in a sports related field, or experience in equivalent work experience in athlete talent development.	Essential
Climbing instructing and/or coaching qualifications.	Desirable
<b>Experience</b>	
Recent experience and a track record of implementing and successfully delivering junior talent pathway programmes in high performance sport.	Essential
Proven experience of leading and managing a coach workforce to establish a culture of collaboration, team working, innovation and positive athlete support.	Essential
Proven experience of influencing others to developing partnerships with multiple partners, stakeholders and volunteers to achieve mutually beneficial outcomes.	Essential
Experience of youth competition climbing development in a commercial wall squad or other competition climbing training group.	Desirable
Experience of working with public funding agencies, Sport England and UK Sport	Desirable
<b>Knowledge</b>	
An understanding of and commitment to equality and diversity, safeguarding, and high ethical standards in a sport's high performance and/or talent environment.	Essential
A willingness and positive aptitude to represent GB Climbing externally, including with key stakeholders.	Essential
A personal disposition that is optimistic, self-motivated, openness to learn, active team player, with the ability to think strategically and see the bigger picture.	Essential
A passion and in-depth knowledge of Competition Climbing including the summer Olympic disciplines of competition climbing - Lead, Boulder, and Speed.	Desirable
Knowledge of GB Climbing and the BMC, A good understanding of the interests of climbers, hill walkers and mountaineers and the freedom to enjoy these activities.	Desirable
<b>Skills and Abilities</b>	
Excellent verbal and written communication, meticulous with strong attention to detail, solid IT and social media skills.	Essential
Project planning and organisation skills with the ability to support change while managing a range of different priorities.	Essential
The interpersonal skills and judgement which inspire confidence and trust in coaching staff, volunteers, stakeholders and other organisations.	Essential
The role holder will need to be able to work flexibly and accordingly to the GB Climbing sports related calendar.	Essential
Working away from home, with overnight both domestically and internationally.	Essential
A Clean Driving licence, with a willingness to drive groups in the UK and overseas	Essential
Experience of mentoring and coaching to facilitate a learning environment and staff development.	Desirable
Experience of budget setting and working with a finance team to ensure appropriate budget reconciliation reports produced.	Desirable

Dated July 2022

***The BMC is fully committed to equality of opportunity for all and aims to select people based on 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.***

**Application Process**

Should you wish to be considered for this role, please send your application to [recruitment@thebmc.co.uk](mailto:recruitment@thebmc.co.uk) by **09.00 Monday 12 September 2022** and include the following;

- An up-to-date CV, including details of 2 professional references (these will not be contacted until after the interview process is complete and an offer made)
- A covering letter detailing why you are interested in this role.

**Application & Interview Timeline**

Please see the below timeline for this application and interview process:

Applications Open	02 August 2022
Applications Close	09.00 on Monday 12 September 2022
Shortlisting	13-14 September 2022
Applicants Notified of Shortlisting Outcome	15 September 2022
Interviews planned	22/23 September 2022, face-to-face in Manchester