



HEAD OF PERFORMANCE

RECRUITMENT PACK

ADVENTURE. COMMUNITY. ACTION.

JOB DESCRIPTION

Employer	British Mountaineering Council
Position	Head of Performance
Duration	Full-time permanent position, UK Sport funded
Remuneration	Band D £60k per annum (ascending point of scale) Plus the following benefits: <ul style="list-style-type: none">• Generous incremental holiday allowance• Workplace pension up to 6% contribution• Private healthcare scheme• Employee assistance programme• Life Assurance scheme• Cycle to work scheme
Hours of work	Full-time role with frequent travel (including overseas); weekend and evening work are the expectations for this role.
Reporting to	CEO
Location	BMC, The Old Church, 177-179 Burton Road, West Didsbury, Manchester, M20 2BB



THE BRITISH MOUNTAINEERING COUNCIL

OUR STORY

Formed in 1944, we were established to be open to all and speak on behalf of mountaineers, climbers and hillwalkers, protecting spaces and supporting them in their activities.

Nearly 80 years later, more and more people are experiencing the enjoyment of 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. 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 and Paralympic 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.

We remain committed to the freedom we all have to challenge ourselves, ensuring our activities are accessible to all.

Representing a growing number of participants across evolving disciplines and activities, we support and prepare people, share vital knowledge and give our community a strong voice.

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 paths**, 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 seacliffs, 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 also 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. We are excited to have 4 GB Climbers at Paris 2024.

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

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 climbing spaces

HEAD OF PERFORMANCE

JOB DESCRIPTION

The BMC are seeking a dynamic and highly organised Head of Performance (HoP) who can expertly lead the BMC performance department, inspire the climbers, foster a team approach and build strong relationships with the climbing community.

An individual that can plan towards 2032, who can implement change and who can deliver high quality support to the development of GB Climbing athletes, ensuring they achieve their highest potential.

The HoP will be directly accountable to the BMC's CEO for the successful management and implementation of the BMC's UK Sport Programme, England Talent Programme and National Teams. This reaches across all competition disciplines; with a role to play in collaborating with home nation leads to unite the system but will be primarily focused on the BMC funded programmes.

The successful candidate will be required to work with the Competition Climbing Performance Group (CCPG), a sub-committee of the BMC Board, consisting of internal and external expertise and key stakeholder representatives. The HoP will be responsible for liaising with the CCPG to ensure the Board can check, challenge and oversee the delivery of the performance strategy.

The successful candidate will be expected to have prior experience in managing budgets with a UK Sport budget of £1.69m and Sport England Talent budget of £800,000.

The HoP needs to have the flexibility to spend periods of time away from home supporting performance delivery. Frequent travel (including overseas), weekend and evening work are the expectations for this role.

SPECIFIC WORK AREAS

Leadership & Strategy

- Refine the BMC's Performance vision and strategy, based on LA28 investment submissions, develop plans for 2028 and 2032 and ensure alignment with the BMC's strategic plan.
- Foster a culture of excellence, collaboration and continuous improvement within the performance department.
- Work with the CEO to ensure cross departmental integration and collaboration for maximising delivery of the strategic performance plan.
- Ensure the effective day-to-day management of the performance department.
- Lead, mentor and manage direct line reports with responsibility of a team of approximately 10 employed staff and wider contracted support team.
- Develop and delivery of effective selection policies for development and performance.

Performance Management

- Support the Coaching Team with the design and delivery of training programs tailored to the needs of individual GB Climbing athletes.
- Lead the Process for Individual Athlete reviews for identified athletes.
- Seek ways to monitor and evaluate athlete performance.
- Liaise with Sport Science and Sports Medicine (SSSM) providers to ensure athlete health and enhance training outcomes.

Collaboration & Communication

- Work closely with coaches to align performance goals with coaching strategies and design the training programmes.
- Work collaboratively and creatively with personal coaches and climbing venues.
- Liaise with external partners - UK Sport, Sport England, UK Sports Institute (UKSI), British Olympic Association (BOA), British Paralympic Association (BPA), International Climbing and Mountaineering Federation (UIAA), International Federation of Sport Climbing (IFSC), International Ski Mountaineering Federation (ISMF), Mountaineering Scotland and Mountaineering Ireland - to build positive and mutually beneficial relationships.
- Attend key UK and international competitions to provide the required support to GB Climbing athletes and coaches, as well as being an ambassador for climbing and the BMC.
- Communicate performance insights and recommendations to senior management, CCPG and stakeholders.
- Report to the BMC Board post selection trials and following the end of season reviews.
- Act as a media spokesperson on performance matters.

Budget & Resource Management

- Develop and deliver annual budgets as agreed with the CEO and Head of Finance.
- Overall responsibility and management for the annual performance department budget of approximately £600k per year, ensuring efficient allocation of resources.
- Ensure quarterly budget reporting to UKS and Sport England through Head of Finance is on track.
- Ensure effective management of the athlete grant funded programmes and contracts.
- Identify funding opportunities for performance initiatives and research projects.

Governance & Compliance

- Ensure adherence to the Sport England Code for Sport Governance.
- Ensure best practice is followed at all times, including but not limited to anti-doping, safeguarding and the health and welfare of GB Climbing Athletes, coaches and support staff.
- Ensure the integration of all BMC's policies into the performance programmes, specifically but not exclusively, equality, data protection, health and safety and BMC values.

Sport Science & Sports Medicine (SSSM)

- Co-ordinate with coaches and support staff to ensure optimal athlete health, injury prevention, and rehabilitation.
- Proactively explore and capitalise on opportunities to access SSSM support for GB Climbing athletes.
- Work with and lead individual athlete multi-disciplinary teams.
- Stay abreast of the latest research and developments in SSSM.

KPIs



- Delivery of Outcomes as stated in the UKS/BMC contracted targets and grant funding agreement.
- Delivery of Outcomes as stated in the Sport England Talent plan.
- Delivery of Outcomes as stated in the BMC's Strategic plan.
- Delivery within Governance, budgets and departmental management.

PERSON SPECIFICATION

Research shows that some people don't apply for a role if they feel they do not meet 100% of the specification. We encourage you to apply for this role if you feel you meet the key skills and knowledge listed below, even if you feel you do not have all of them. We are passionate about identifying the right people to help us develop and thrive.

PROFESSIONAL QUALIFICATIONS, KNOWLEDGE, SKILLS AND EXPERIENCE

Demonstrates a strong understanding, knowledge and experience of Competition Climbing Note: Exceptional candidates with elite background in sport and record of strong leadership, organisational skills and delivery of performance will be considered
Proven track record of leading sports teams and developing and implementing successful performance strategies with experience of leading a team at international competitions
Capable of establishing and integrating a new performance programme (paraclimbing for LA28)
Understanding of and commitment to equality, diversity and inclusion
A good understanding and commitment to safeguarding young people in a performance environment
Ability to build strong and effective relationships with athletes, coaches and a community, makes effective decisions and remains calm under pressure
Ability to engage and mobilise the wider community in support of the NGB and performance programme
Ability to manage budgets, maximise value for money and creative in resource management
Ability to develop and maintain strategic relationships, build trust and confidence with stakeholders
Possess highly developed leadership and management skills, with the ability to continually develop team members

QUALITIES & COMPETENCIES

Passion for sports and a commitment to putting athletes at the heart of the programme
A passion for establishing a high performing, collaborative culture, with a strong commitment to the delivery of wellbeing, excellence and quality
Creative thinker, able to proactively seek out and capitalise on opportunities to enhance the experience of GB Climbing performance, for athletes, staff team and the wider community
Possess strong planning and organisation skills, with balanced decision making and diplomacy
Motivated and results orientated, with the drive to take tough decisions and continuously raise the bar and achieve targets
Good self-awareness with emotional intelligence
A team player with an open and consultative style and optimistic approach
Excellent communication and interpersonal skills with the ability to balance multiple workstreams and reprioritise frequently
Commitment to understanding the interests of climbers, hill walkers and mountaineers and the freedom to enjoy these activities

As a representative organisation, working across England and Wales, we welcome those who can read and speak the Welsh language.

HOW TO APPLY

Application Process:

To apply, please submit your CV and a cover letter to: recruitment@thebmc.co.uk

Please outline your experience and suitability, including examples of your work in relation to our job description and specification for the role. Applications may be reviewed on a rolling basis until the position is filled.

Closing date 10.00 am on Tuesday 10 September 2024.

Our CEO Paul Ratcliffe is happy to have an in-confidence discussion about the role, please do reach out to him at Paul.ratcliffe@thebmc.co.uk

We are an equal opportunities employer and welcome applications from all suitably qualified persons regardless of their race, sex, disability, religion/belief, sexual orientation, or age.

Recruitment timelines

10 September	10am closing date
11 & 12 September	Candidate shortlisting <i>We reserve the right to hold telephone interviews if we are oversubscribed.</i>
16 September	Successful candidates invited to interview
23 September	Stage 1 interviews* to take place at the BMC Office, Manchester
30 September	Stage 2 interviews* to take place at BMC office, Manchester
02 October	Offer to be made to successful candidate.

Please note the BMC reserves the right to adjust time scales if required and we may not be able to provide feedback to all candidates.

The BMC is unable to cover any costs incurred with the interview process.



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