
Job Description & Person Specification

GB Coach (Performance Development)

Employer:	The British Mountaineering Council
Job Role:	GB Coach (Performance Development) We are awaiting confirmation of additional funding, however looking to recruit up to 2 full-time and 1 part-time coaches (2x 1.0FTE, 1x 0.5FTE)
Duration:	2-year full-time contract, may be extended subject to future funding
Remuneration:	£25,000-£27,000 per annum, as well as excellent benefits including pension, healthcare and life insurance after the 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 senior and junior athletes at international camps and competitions.
Reporting to:	GB Climbing Head Coach - Olympic
GB Climbing key relationships:	Head of Performance, Pathway Manager - Talent & Performance (GB Climbing), England Talent Manager, Performance Administrator, GB Climbing Coach Development Manager, Competitions Programme Manager, GB Climbing Coaches
Location:	BMC HQ, The Old Church, 177-179 Burton Road, West Didsbury, Manchester, M20 2BB and at The Climbing Works, Unit E, Centenary Works, Little London Road, Sheffield S8 0UJ (GB Climbing current training environment). The successful candidate/s will undertake such travel as is necessary to fulfil the duties of the job. (Office / remote hybrid working arrangement currently being piloted.)

Purpose

After competition climbing made its debut at the Tokyo 2020 Summer Olympic Games it has now been confirmed as being included in the future Olympic sports programme for Paris 2024 and LA 2028.

GB Climbing has an ambition to be one of the leading climbing nations by 2032, and developing athlete pathways that achieve future podium and medal success. We are wholly committed to creating the best holistic environments for athletes to thrive. We believe in an 'outcome aware, process focussed' approach to performance. Athletes are empowered to take ownership and accountability of their journey, pursuing autonomy and self-awareness, culminating in personal best performances. Cultivating a shared understanding of an athlete's journey is essential, accelerating athletes to perform at their best when it matters, on the World's biggest stages. We are custodians of the GB Climbing legacy and carry the responsibility to represent our team ethos and values, both in and out of the arena.

The GB Climbing ethos is to ensure that athlete health, well-being and welfare are at the heart of everything we do. We aspire to develop talent, performance and high-performance programmes that support all athletes as individuals, providing an integrated and holistic approach to coaching and creating psychologically safe environments where athletes can reach their full performance potential.

GB Climbing is now taking steps to develop its elite coaching workforce, and will be recruiting several new full-time and part-time coaching roles. We are seeking individuals who bring exceptional skills and experiences as technical coaches who are equally curious and open to learning and developing with us. These roles will also play a crucial part in developing an inclusive and progressive GB Climbing Talent and Performance Pathway that supports holistic athlete development and progression aligned to our core values; Health, Performance and Respect.

Coach Development Journey

As GB Climbing progresses towards becoming one of the leading climbing nations, coach development, coach professionalism and coaching delivery will become clear performance advantages, key to our success and expectations of these roles.

We are looking for individuals with a growth mindset who are committed to their own development, who can actively demonstrate ownership and accountability of their journey and who aspire to become world leading climbing coaches.

Successful candidates will be supported on their journey through collaboration with the GB Climbing Coach Development Manager;

- To create an Individual Coach Development Plan (ICDP) and Coaching Portfolio, reflective of coach aspirations, development needs and aligned to delivery of pathway programmes for Talent & Performance; mapped to professional standards and the GB Climbing Coach Development Framework.
- To participate and attend GB Climbing's 2-year Coach Development Programme, including participation in cohort-based development experiences, in-situ coach observations and monthly 1:1 ICDP conversations. This may also include attendance at the GB Climbing Coaches Conference and other events/wider system development opportunities, relevant to your coach development journey.
- To act as a role model and ambassador for GB Climbing, supporting the growth and evolution of a learning culture which creates a positive and psychologically safe environment that is professional, supports creativity, ownership, individuality, connection, collaboration and community.

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

- An openness to learning, supporting investigation, innovation and evaluation. Able to seek, generate and receive feedback.
- Respect, curiosity and values difference, willing to explore and apply learning from diverse perspectives that contribute to the development of a learning environment.
- A positive mindset, bringing a natural energy to a group, with an ability to connect and engage with others whilst being self-aware and managing oneself appropriately.
- A 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 and a natural desire to strive for excellence.

Striving for Excellence

We are on an exciting journey to cultivate a sustainable talent and performance pathway to achieve our long-term ambition to become one of the leading competition climbing nations by 2032. Over the next two years these roles will help nurture a holistic performance culture and sustainable high-performing team environment that gives GB athletes the highest potential for positive progress and achieve personal best performances towards future international success on the World and Olympic stage.

These new roles, led by the Head coach – Olympic, will undertake the planning and technical delivery for the GB Climbing talent and performance programme that will include domestic and international training and international competition. The primary place of work will be the BMC HQ in Manchester with significant time also being spent at the GB Climbing ETC. The nature of the role will mean domestic training camp delivery including weekend and evening work, in addition to significant international travel during the competition season e.g. USA, South Korea and extensively throughout Europe (April – August) and is a requirement of the role.

If you are grounded, a hard-working team player, committed to the long-term success of GB Climbing with the ability to develop clear and transparent communication processes that supports positive, trusting, collaborative, and effective relationships with talented athletes, personal coaches, athlete parents and colleagues we would love to hear from you - as these will be essential skills to successfully deliver in this role.

Specific work areas

Technical Coach Delivery

- Pro-actively support the multi-year performance planning process of the GB Climbing performance squad programme and GB Climbing Progression confirmation programme. This will include the development of athlete campaign plans that support progressive athlete development experiences throughout pre-season training to maximise the athlete learning and development, for best preparation to achieve personal best performances within the competition season.
- Work with an agreed training group of athletes within the elite training centre environment, ensure each athlete has an individual athlete development plan (IADP). Proactively supporting the development of review processes with these athletes to optimise their training programme, embedding a psychologically safe and learning culture.
- Deliver technical coaching of Bouldering and Lead Climbing within the ETC on a daily basis to support athlete learning and development against the IADP's by developing a progressive learning environment (plan-do-review-replan).
- Travel and deliver technical and arena coaching within agreed domestic and international GB Climbing camps and competition activity for performance, confirmation, talent squads and GB Teams (Junior / Senior).
- Support and facilitate athlete learning and development by ensuring a progressive planning and review culture for camps and competitions is developed and implemented.
- Lead agreed domestic and international camps, international competitions with the GB teams (Junior/Senior)
- Work with the GB Climbing Coach Development Manager; to create an Individual Coach Development Plan (ICDP), attending aligned coach development programme activity, and actively role modelling ownership and accountability of your own coaching journey.

Pathway Development

- Support the effective planning and delivery against GB Climbing Progression and confirmation objectives.
- Contribute to the development of an age and stage framework aligning training and competition opportunities to support holistic athlete development, and individual athlete development planning process.
- Support the development of performance and progression confirmation principles, benchmarks and testing protocols aligned to the GB Climbing Performance Standards and Performance Requirements, for athletes on the GB Climbing performance and talent pathway.
- Support the implementation of an athlete Health and Wellbeing education programme across the GB Climbing Performance and Talent pathway.
- Support the development of a GB Climbing performance programme and GB Climbing Progression confirmation programme that aligns performance support to support athlete development and bridge the performance gap to the world best
- Supporting athlete readiness to progress to future GB Climbing confirmation, academy or podium performance programmes.
- Collaborate to create and pilot athlete performance tracking and well-being monitoring systems.

Administration

- Support the development of clear induction and communication processes for athletes, personal coaches and athlete parents or guardians, particularly in respect to selection of athletes to the GB Performance and Confirmation Squads.
- Ensure GB Climbing policies and procedures are implemented and followed, including induction processes, safeguarding, anti-doping, risk management/ mitigation plans, complaints management (pre-event, in-event and post event) and post event feedback gathering and reporting.

- Ensure that all performance and confirmation programme athletes have an Individual Development Plan with clearly stated goals and that regular development discussions are conducted with athlete and personal coach (and a Parent or guardians for u18 athletes), including an annual review supporting a positive progressive athlete experience.
- Support the implementation of appropriate systems that seek regular feedback and gain insights, using these to improve and develop a positive athlete experience.
- Feed into GB Climbing performance and confirmation progress tracking on a quarterly and annual cadence both internally and externally.
- Performance planning of international competition programme including research and operational planning for travel abroad.
- Working with the Performance Administrator, ensure good finance administration of the GB Climbing performance and confirmation programme by ensuring all appropriate policies and procedures are followed, such as expenses, post event reconciliations, etc.

The post holder will be subject to an enhanced DBS check.

KPIs

- 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 cohort of athletes ready to progress onto the GB Climbing performance pathway, gaining selection to the future GB Climbing Academy or Podium programme.

Skills & Person Specification	Essential / Desirable
Professional qualifications	
Development Coach or Performance Coach qualified (or awaiting assessment)	Essential
<i>Educated to undergraduate or master's level within sports science and/or coaching, or equivalent demonstrable vocational experience.</i>	<i>Desirable</i>
<i>Any other relevant professional qualification regarding specific coaching knowledge i.e. Sports Psychologist, Physiotherapist, Strength & Conditioning Coach</i>	<i>Desirable</i>
<i>Other qualifications that will be required for the role, Current First Aid Certificate (minimum 8hrs), Mental Health First Aid Qualified, UKAD Clean Sport Advisor</i>	<i>Desirable</i>
Experience	
Recent coaching experience and a track record of implementing and successfully delivering progressive technical and tactical training programmes for competition climbing – Boulder and/or Lead Climbing.	Essential
Proven experience of supporting the development of a collaborative, innovation and positive athlete support culture.	Essential
Proven experience of building trusting, open and supportive coaching environments with talented athletes and their personal coaches, parents or guardians.	Essential
<i>Experience of working in a multi-disciplinary team of medical support personnel and/ or Sports Science Support personnel.</i>	<i>Desirable</i>
<i>Demonstrated route setting experience relevant to talent athlete programme environments and competition climbing.</i>	<i>Desirable</i>
<i>Experience of arena coaching at IFSC international competition and international trip management as well as thorough knowledge of international rules and competition formats.</i>	<i>Desirable</i>
Knowledge	
A clear ability to design and implement optimal learning environments that positively impact on an athlete's performance needs both in training and within competition.	Essential

Demonstrated knowledge in the design, implementation, monitoring and evaluation/regulation of advanced training programmes for competition climbing.	Essential
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, and an active team player with the ability to think strategically and see the bigger picture.	Essential
<i>Demonstrable knowledge in the design and implementation of multi-year strategic performance planning for athlete improvement within the context of competition climbing.</i>	<i>Desirable</i>
<i>A passion and in-depth current knowledge of international Competition Climbing acquired over the past 3-5 years in the summer Olympic disciplines of competition climbing – Lead, Boulder, and Speed.</i>	<i>Desirable</i>
<i>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.</i>	<i>Desirable</i>
<i>Have current international connections with federations, coaches and route setters</i>	<i>Desirable</i>
Skills and Abilities	
Excellent verbal and written communication, meticulous with strong attention to detail, solid IT and social media skills.	Essential
Ability to effectively evaluate the effectiveness of own coaching performance.	Essential
Project planning and organisation skills with the ability to support change while managing a range of different priorities.	Essential
Build strong relationships with colleagues, be able to work collaboratively as part of a coaching team, with humility, and respect other perspectives, backgrounds and experiences.	Essential
Provide effective feedback and performance appraisals to both athletes and wider coaching team	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
<i>Experience of budget setting and working with a finance team to ensure appropriate budget reconciliation reports produced.</i>	<i>Desirable</i>
<i>Able to communicate effectively in multiple languages (i.e. German, French, Japanese, Other)</i>	<i>Desirable</i>

The BMC is fully committed to equality of opportunity for all job applicants and aims to select people for employment 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

This recruitment process will be completed in two stages; Stage 1 – Initial Application and Shortlisting, and Stage 2 – Candidates Interview Day.

Stage 1 – Initial Application

Should you wish to apply to for the GB Coach (Performance Development), please send your application to recruitment@thebmc.co.uk by 09.00 Monday 17th October 2022, including the following;

- ☒ A CV and your supporting statement.

Your supporting statement should be no more than 2 pages long, no more than 800 words, answering the following questions:

1. What is your motivation to work for GB Climbing, and what attracts you to this role specifically?
2. Tell us a little more about yourself, what skills and experiences would you bring to GB Climbing that would enable you to be successful in this role and support GB Climbing's long-term ambition.
3. State whether you are applying for the full-time or part-time role.

Stage 1 – Shortlisting

All applicants will be notified of shortlisting outcomes no later than 21 October 2022. Applicants taken to Stage 2 will be asked to attend an interview as detailed below.

Stage 2 – Candidate Interview Day

Interview's will take place at GB Climbing's Elite Training Centre, based in Unit E, The Climbing Works, Sheffield on either 08 or 09 November. Applicants will be notified of the date of their interview and further details no later than 21 October.

Application & Interview Timeline

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

Stage 1 - Applications Open	w/c 12 September 2022
Stage 1 - Applications Close	09.00 on 17 October 2022
Stage 1 - Shortlisting	w/c 17 October 2022
Applicants informed of shortlisting	No later than 21 October 2022
Stage 2 – Candidate Interview Days	Tuesday 08 or Wednesday 09 November 2022
Candidates Notified of Interview Outcome	w/c Monday 14 November 2022