
Job Description & Person Specification

GB Climbing - National Route Setter

Employer:	The British Mountaineering Council
Job Role:	GB Climbing – National Route Setter
Duration:	2-year 0.6FTE contract, may be extended subject to future funding.
Remuneration:	£27,000-£30,000 per annum (pro-rata), as well as excellent benefits including pension, healthcare and life insurance after the qualifying period
Hours of work:	This will involve a minimum of 21 hours per week and include evenings, weekends and public holidays while supporting the delivery of GB Climbing talent and performance pathway activity and GB Climbing Domestic Competitions.
Reporting to:	Competition Programme Manager
Managed by:	GB Climbing Head Coach – Olympic
GB Climbing key relationships:	Head of Performance, Pathway Manager - Talent & Performance (GB Climbing), GB Coaches
Location:	<p>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.</p> <p>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.)</p>

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.

As GB Climbing drives towards future podium and medal success, we are wholly committed to creating the best 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 training environments, and in addition to the recruitment of several new full-time and part-time coaching roles we are seeking an individual to join GB Climbing in an exciting new role as the GB Climbing - National Route Setter. It will be essential for this individual to bring exceptional skills and experiences and a curiosity and openness to learning and developing with us. This role will play a crucial part in supporting the development of our elite programmes that are inclusive and progressive, supporting holistic athlete development and progression aligned to our core values; Health, Performance and Respect.

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. This new role will support the development of a holistic performance culture within GB Climbing, including cultivating a sustainable high-performing team environment that gives talented athletes the highest potential for positive progress through GB Climbing Talent and Performance programmes and into the GB Teams.

The GB Climbing National Route Setter will provide leadership and oversight in delivery of aligned route setting for Boulder and Lead Climbing across GB Climbing Domestic competitions and the GB Climbing Talent and Performance programmes. Based predominantly at the GB Climbing Elite Training Centre working with the GB Climbing Competition Programme Manager and the GB Climbing Head Coach – Olympic, the role will ensure route setting supports the progressive development of GB athletes through delivery of appropriate style and standard against agreed briefs.

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, parents, personal coaches and colleagues we would love to hear from you - as these will be essential skills to successfully deliver in this role.

Specific work areas

Operational Responsibilities - Domestic Competition

- Collaborate and consult with the GB Climbing competition programme manager to develop a route setting delivery plan for all GB Climbing Domestic Competitions, including the development of agreed briefing and review processes to support the development of competition route setting.
- Develop a pool of national route setters against agreed national standards, and implement a pre-competition and post-competition briefing and debriefing processes to develop competition climbing route setting standards.
- As required and against agreed budget processes, book and manage additional overseas setters to support future evolution of styles and level.
- Collaborate with the GB Climbing competition programme manager to develop an elite route setting pathway, elite route setting training programme and workshops.

Operational Responsibilities - Elite Training Environments (ETC)

- Collaborate and consult with the GB Head Coach – Olympic to develop a clear cadence of setting within the ETC environment that supports athlete training and development. This is likely to be weekly setting aligned to performance programme during pre-season and fortnightly/monthly setting during season training schedule.
- Support the running of the ETC ensuring risk management processes developed and followed through to the stripping and preparation of climbing surfaces for training.
- Management and storage of GB Climbing store and cache of holds and volumes.

Talent and Performance Pathway Development

- Collaboration in the further development of GB Climbing progression and talent projects, such as the development of benchmarking and testing frameworks, including the alignment and development of “age and stage” route setting principles.
- Provide insight to the development of the GB Climbing What it Takes to Win (WITTW) model through supporting Head Coach and Performance Analyst to evolve WITTW framework standards and requirements in line with global route setting trends.

Administration

- Collaborate with other members of GB Climbing to ensure highly effective planning and delivery against GB Climbing Progression, Confirmation and Talent objectives.
- Support the development of GB Climbing policies and procedures particularly in respect to risk management and mitigation plans.
- Support the implementation of appropriate systems that seek regular feedback and gain insights, using these to improve and develop the athlete experience.

- Working with the Performance Administrator, ensure good finance administration of the GB Climbing route setting budget by ensuring all appropriate policies and procedures are followed, such as route setter expenses, post event reconciliations, etc.

KPIs

- By 2025, develop and implement a set of key principles on route setting that support embedded, holistic athlete development ensuring these principles are well evidenced and aligned to the new GB Climbing pathway prospectus.
- By 2025, there is a pool of 20-30 elite route setters with the skills and knowledge to route set across the GB Climbing talent and performance pathway and competitions programme.

Skills & Person Specification	Essential / Desirable
Person Specification	
Resident in the UK and able to travel where necessary	Essential
Current First Aid Certificate	Essential
Experience	
Recent experience and a track record of implementing and successfully route setting at elite level competition climbing	Essential
Proven experience of supporting the development of a collaborative, innovation and positive athlete support culture	Essential
Experience of route setting across a range of levels including domestic national competitions e.g.) National Championships - British Bouldering Championships, British Lead Climbing Championships, Junior British Boulder Championships, Junior British Lead Climbing Championships etc	Essential
Experience of route setting for national teams e.g. Team Trainings, Team Trials etc	Desirable
Experience as a former athlete competing at IFSC National or International standard	Desirable
Experience of route setting at IFSC international competition	Desirable
Knowledge	
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
Have current international connections with federations, coaches and route setters	Desirable
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	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
Skills and Abilities	
Ability to bring a creative approach to the collaborative working environment, seeking solutions to problems and ability to work within constraints	Essential
Ability to forerun and test elite level boulders to a high standard	Essential
Build strong relationships with colleagues, be able to work collaboratively as part of a team, with humility, and respect other perspectives, backgrounds and experiences	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
Experience of budget setting and working with a finance team to ensure appropriate budget reconciliation reports produced	Desirable

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 for the GB Climbing - National Route Setter, please send your application to recruitment@thebmc.co.uk by 09.00 Monday 17 October 2022, including the following:

- ☒ A CV and a letter with your supporting statement.

Your supporting statement should be no more than 2 pages long, and maximum of 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.

Stage 1 – Shortlisting

Applicants will be notified of shortlisting outcome. Applicants taken to Stage 2 will be asked to attend an interview day. More details will follow after shortlisting.

Stage 2 – Candidate Interview Day

Interviews will take place at GB Climbing's Elite Training Centre, based in Unit E, The Climbing Works, Sheffield on either 02 or 03 November. Applicants will be notified of the date of their interview and further details of the day 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	02 or 03 November 2022
Candidates Notified of Interview Outcome	w/c 07 November 2022