



**ADVENTURE
COMMUNITY
ACTION**

**CHAIR OF THE
BOARD OF
DIRECTORS**



ROLE DESCRIPTION

Employer	British Mountaineering Council (BMC)
Position	Chair of the BMC's Board of Directors
Duration	Initial term of 3-years from appointment; subject to ratification at the September 2025 AGM; possibility for second 3-year term
Remuneration	Voluntary position – travel and accommodation expenses covered only
Frequency	<p>The Board is scheduled to meet 8 times during 2025, with a mixture of evening virtual meetings and full day face to face meetings which most often will take place at the Manchester office</p> <p>In addition, there will be additional business between meetings (via email, correspondence / MS-Teams calls / relevant reading).</p>
Location	The Old Church, 177-179 Burton Road, West Didsbury, Manchester M20 2BB

ELIGIBILITY

Applicants are expected to have a strong affinity for the work and responsibilities of the BMC, irrespective of whether or not they are existing members.

BOARD OUTLINE

It's all about the people, partnerships & relationships

This is an exciting opportunity to be involved with leading the BMC, using your skills and expertise in delivering the organisation's strategy and governance. The role will appeal to those who recognise the well-being benefits of active participation in outdoor activities, and who share our care and concern for the natural environment.

The role provides an opportunity to gain satisfaction from contributing to decision-making and scrutiny at a time when the BMC is seeking to grow its membership and enhance its services, whilst championing the environment in the context of increased outdoor participation. The successful candidate will also join at a time of increased focus following Olympic success and planned Paralympic participation.

The Board aspires to be both diverse and inclusive; encompassing a wide range of perspectives, approaches and experiences, which we believe are essential to driving further innovation, challenge and creativity within our sporting environment – mountain, crag and indoor. In line with this ethos, we are keen to achieve a more representative Board. We encourage applications from the widest range of backgrounds, particularly where there is often under-representation. We are committed to recruiting a Board that is representative of society.

To ensure compliance with the Code for Sports Governance, the BMC is structured as follows:

- ▶ **The Board:** responsible for the strategic direction and organisational policy of the BMC and ensuring its financial viability and meeting legislative requirements.
- ▶ **Members' Council:** acts as the representative body of the members and consults with and constructively challenges the Board on behalf of the members.
- ▶ **CEO and staff:** responsible for the day-to-day operation of the BMC.
- ▶ **Members:** required to approve major decisions of a constitutional nature at an AGM.

The new Chair will be expected to provide leadership of the Board and focus on strategic matters overseeing the BMC's activities and setting high governance standards.

THE SPECIFICS

The successful candidate will have a varied role that encompasses the below:

Chairing the Board of Directors

- ▶ Developing BMC strategy in conjunction with Board, Member's Council & Leadership Team
- ▶ Setting and promoting the cultural tone and behavioural standards of the organisation
- ▶ Facilitating Board and other meetings as required and managing group dynamics
- ▶ Guiding discussions, ensuring teamwork, effective decision-making, and conflict resolution
- ▶ Ensuring that the BMC meets regulatory and legislative requirements
- ▶ Driving the BMC to meet Tier 3 compliance with the *"Code for Sport Governance"*
- ▶ Promoting continuous organisational and operational improvement
- ▶ Ensuring timely senior appointments are made to committees, trusts & partner organisations
- ▶ Providing a sounding board and mentor for the CEO
- ▶ Attending all meetings of the board's Nominations Committee & Remuneration Committee

Involvement in Sector & Sport Leadership

- ▶ Building relationships with the Chairs of all of the BMC's Funded Partners (Mountain Training UK&I, Mountain Training England, Association of British Climbing walls (ABC) and National Indoor Climbing Awards Scheme (NICAS))
- ▶ Working with the Chairs and CEOs in order to ensure that the Sector as a whole works together and secures funding for its work from Sport England and UK Sport
- ▶ At Chair level work and align with the BMC Charities – Access and Conservation Trust (ACT) and Land and Property Trust (LPT)
- ▶ Joining the UK Sport Chairs group and supporting the major programme of elite sport becoming more efficient and relevant
- ▶ Supporting the BMC CEO and the Performance team with their applications for funding from UK Sport and Sport England and associated delivery.

Working with Members' Council

- ▶ Building consensus with Members' Council and the President in order to ensure the smooth running of the organisation as whole
- ▶ As necessary, presenting Board activity to Members' Council
- ▶ For reserved matters under the BMC's Articles of Association, ensuring that Members' Council is both consulted and where necessary, formal agreement sought to the Board's decisions



THE BRITISH MOUNTAINEERING COUNCIL

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, mountaineering and indoor climbing 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.

Our mission & 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.

PERSON SPECIFICATION

Essential Skills and Experience

- ▶ Strategic thinking and ability to work with the Board to set strategies and implement them
- ▶ Strong personal affinity with the BMC's Values, Mission and Goals
- ▶ Commitment to improving diversity and equality across the sport
- ▶ A passion for sport and a willingness to devote time, energy and effort to BMC activities
- ▶ Leadership & chairing skills with prior experience of chairing a board, facilitating meetings, and managing group dynamics as demonstrated within a similar or larger sized organisation
- ▶ Skills to challenge, support and present views in a clear and concise manner
- ▶ Skills in guiding discussions, ensuring effective decision-making, and resolving conflicts
- ▶ Excellent communication skills and prior experience of representing an organisation publicly
- ▶ Resilience with a proven track record of performance in high pressure and/or public facing leadership roles

Desirable Skills and Experience

- ▶ Previous experience within a sport national governing body (NGB) with a large proportion of recreational participants
- ▶ Strong grasp of financial management and oversight, ensuring that the both the organisation and its subsidiary charities finances are robust and transparent
- ▶ Knowledge of business and charity law and best practices to ensure compliance and effective governance. This will include employment law
- ▶ Participation in any aspects of our sport



HOW TO APPLY

Let us know why you are interested in applying for this role, by sending a covering letter, an up-to-date CV and details of two referees to recruitment@thebmc.co.uk by 17:00 hours on Monday 06 January 2025.

Your application will be anonymised and will be reviewed by the Nominations Committee against the essential and desirable criteria as detailed.

Diversity is valued within our team. More than just encouraging your application, we're committed to conscious inclusion that (we hope) cultivates an ethos of belonging, connection, and shared purpose. It's this philosophy that drove us to shape our values and behaviours and we open our doors to those who share those values.

It would be appreciated if you could complete the [BMC's Equality & Diversity Monitoring Form](#) at the time of application.

TIMELINE

Monday 06th January 2025 17.00 hours, closing date for applications

Week commencing Monday 20th January 2025 Virtual discussion to take place

Week commencing Monday 27th January 2025 Face to face discussions to take place at the BMC Manchester office

NB. The timeframe for this role has been extended and current applicants need not re-apply to be considered.

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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