



## **Job Description**

### **ClimbScotland - Head Setter 0.5 FTE Contract (18.5hr/week) £24,921 - £29,074 pro rata**

#### **The Role**

The Head Setter role will be an essential part of the ClimbScotland Pathway, key to supporting the delivery of our domestic competition programme as well as supporting the development of the route setting workforce and opportunities in Scotland.

#### **Job Context**

Mountaineering Scotland is the nationally recognised representative body for climbers, hillwalkers and ski tourers and it is also the governing body for competitive sport climbing in Scotland. As part of this, the ClimbScotland initiative focuses climbing. This includes our squad and competition programmes in Scotland.

ClimbScotland recognises that athletes need to be able to train and compete on the relevant terrain (routes/blocks) and to do this, we need to develop our setting workforce, working in partnership with climbing facilities. Therefore, we are looking to recruit Head Setter to lead on the organisation of route setting to deliver our domestic competition programme, as well as to lead on the development of our route setting workforce.

Part of this will require working with the GB Climbing head setter, ensuring relevant and up to date development opportunities are made available to those that are on our endorsed setting pathway.

ClimbScotland are looking for a forward thinking, technically able and experienced setter. We need someone with a strong and passionate work ethic, a growth mindset and someone committed to their own development, as well as those around them. Working across multiple levels – from GB Climbing to climbing wall setters – means we also need someone who is grounded, collaborative and able to build positive working relationships with sector partners (GB Climbing, BMC, ABC) as well as climbing facility management and staff.

We need holistic a Head Setter that has experience of competition setting, understanding of competition formats and rules, and ability and experience to set appropriately to their age and developmental stage.

Mountaineering Scotland is committed to being an employer and volunteer organisation that recognises and encourages equal opportunities, diversity, inclusion and respect in the workforce, with employment conditions and practices that ensure all staff and volunteers are treated equitably. We particularly welcome applications from those who are significantly underrepresented in our sector, such as women, people with disabilities (including hidden disabilities) and individuals from Black and minority ethnic communities.

## Main Duties and Responsibilities

- Organisation of the setting for our domestic competition programme and Squad programmes, in collaboration with the Talent and Pathways Officer.
- Developing our route setting workforce to support our programmes.
- Building positive working relationships with host venues for our competitions and academies.
- Work in collaboration with GB Climbing and ABC in relation to the development of a route setting pathway and opportunities.

## Operational Responsibilities

- Work with the Talent & Pathways Officer in managing the development of the Scottish Pathway and the learning culture, as a whole.
- Be a point of contact for the Scottish Climbing Wall Network for advice, guidance and support regarding route setting.
- Keeping abreast of all setting pathway opportunities (beyond purely competitive opportunities), being an ambassador for the wider sport of climbing.

## Administration

Oversee and take full responsibility for all the requirements of the competition setting and the work of the Setting Team including:

- Pre-planning: working with the National Route Setters in the 'Pre-Planning' and distributing the plan to the rest of the setting team.
- Ensure ClimbScotland policies and procedures are implemented and followed, including: risk management/mitigation plans, complaints management and post-event feedback gathering and reporting.

Required Experience:	Essential/Desirable
<b>Professional Qualifications</b>	
Have set boulder problems and/or routes in a commercial setting regular basis with at least 6 years' experience	Essential
Has set problems for local competitions	Essential
Has set routes for 2 ClimbScotland Fun Comp (CSFC/ CSFBC) and YCS rounds	Essential
Has acted as Lead on 2 National competitions (SYCC, SYBC)	Desirable
Has acted as Lead on 2 British events (YCS Final, JBLCC/JBBC, BLCC/BBC,)	Desirable
<b>Personal knowledge and abilities:</b>	
Having a very good and accurate understanding of the grade levels throughout all categories (Youth E – Junior) in bouldering and lead	Essential
Must have a complete understanding of the rules of the competitions and the scoring systems	Essential
Must be able to manage and supervise the work of a team	Essential

Review setting report from competition Chief Setters	Essential
Demonstrated route setting experience relevant to talent athlete programme environments and competition climbing	Desirable
<b>Qualifications:</b>	
RSA Level 2	Essential
Hold an up-to-date cherry picker license	Desirable
Up to date First Aid certificate	Essential
<b>Skills &amp; Abilities</b>	
Excellent verbal and written communication skills, with a strong attention to details and strong IT/Social media skills	Essential
Effective and empathetic interpersonal skills that inspire confidence and trust	Essential
The ability to work flexibly and in accordance with the ClimbScotland calendar	Essential
Working away from home, with overnight stays both domestically and potentially internationally	Essential
A Clean Driving licence	Essential
<b>Child Well Being and Protection</b>	
Membership to the Protecting Vulnerable Groups (PVG) Scheme (Will be provided if not already had)	Essential
Child Wellbeing and Protection in Sport Training (CWPS) (Will be provided if not already had)	Essential

### Performance Measures

Performance will be assessed by reference to the successful achievement of the activities and outcomes stated in 'Main Duties and Responsibilities' described above, and the achievement of targets defined against the programme delivery.

### Expectation

The post holder is expected to understand, and where appropriate, apply the policies and procedures contained in the Mountaineering Scotland Company Manual.

### Accountable to whom

The post holder reports to the ClimbScotland Development Manager.

### Working Hours & Remuneration

This is a part time post at 0.5 full time equivalent position (FTE) working 18hrs 30mins per week, excluding lunch breaks. The FTE salary grade for the post is £24,921 up to £29,074 and the position on the scale will be negotiable on appointment depending on previous experience.

The duties require the post holder to work an unspecified number of irregular hours including evening and weekend work, in which case the post holder is entitled to time off on a one-for-one basis, to be agreed with the line manager.



The contracted place of work will be home/remote working as well as the requirement to come into the Perth Office when required due to the nature of the role.

The entitlement to paid holiday will be 0.5 pro rata based on a full-time equivalent entitlement of 35.5 days, including 10.5 days public holidays and 25 days paid holiday each year increasing to a maximum of 38.5 days after 3 years.

#### **Additional Benefits**

- Flexible working hours with the potential for home working.
- Generous annual leave and ability to claim reasonable expenses.
- Access to workplace pension with employer contributions matched up to 6%.
- Provision of Mountaineering Scotland branded clothing, access to pro deals on equipment and clothing.
- Full Route Setting Kit and PPE provided.
- CPD opportunity support – including:
  - Route Setting training (RSD/SRSA/IRATA/)
  - Cherry Picker licence training/assessment
  - Deployment support to work on British and IFSC competitions (subject to application/selection)
- Free access to the Mountaineering Scotland skills training courses.
- Access to sportscotland's Learning and Development programme.
- Opportunity work from a modern refurbished office in central Perth.
- Access to the 'Cycle to Work' scheme.

If you have any questions about the role, please contact ClimbScotland Development Manager, Jamie Smith by email at: [jamie@mountaineering.scot](mailto:jamie@mountaineering.scot)