## ROLE DESCRIPTION & APPLICATION

This application form is in relation to the role of Member Director on the ABC Board, the details of which are below. The Association of British Climbing Walls will comply with the Data Protection Act 2018 and its principles in the processing of the personal information given in your application.

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## ABOUT THE ABC

The ABC is a small but ambitious organisation set to improve the opportunities and experience of the climbing wall industry and everyone that engages with it. Working with our close network of sector partners we aim to raise the profile of indoor climbing in a positive way such that everyone feels welcome and proud to be involved. Through our efforts to improve the safety and professionalism of our industry we look to further improve the experience of climbers and the quality of the workforce, creating habits and career pathways that keep people in the sport for life.

Our mission at the ABC is to promote the professionalism, safety, growth and diversity of indoor climbing through our various workstreams and activities.

The ABC is an equal opportunities employer and welcomes applications from all suitably qualified persons regardless of their race, gender, gender identity, ability, religion/ belief, sexual orientation or age.

## THE ROLE

We are hiring for three climbing wall member board positions and hope to cover the listed experience between them; it is not necessary for each applicant to have all the experience but to have high level expertise in at least one of the areas.

This is an exciting opportunity to contribute to the Board as we grow our influence in indoor climbing and our financial base. The board position brings industry insight and expertise to the ABC that will inform and play into the organisation’s long term strategic goals and execution, helping the ABC make the best decisions it can to support itself, its members and the industry.

We are looking for applicants who can be flexible in their involvement and where they contribute or offer their expertise. Previous board experience is not essential, but the role does require a proven ability and confidence to present and promote ideas with senior and influential people.

Diversity and inclusion are central to our strategy at the ABC. We are committed to working with communities and groups who don't typically engage with climbing, and to addressing the barriers some face to participation. To do this, we need a diverse board so we encourage applications from groups and communities currently underrepresented in climbing.

## EXPERIENCE

We are looking for applicants who hold a relatively senior position in an ABC member climbing wall. We are particularly interested in the following areas and experience.

* **Climbing wall ownership/top tier management** - An experienced and senior member of the industry; knowledge of the wider industry landscape, trends, opportunities and challenges for walls and the sector.
* **Small independent wall** - Ability to represent the interests and experience of smaller, independent walls. Someone who is newer to the industry or involved with a new facility would also bring a helpful perspective as well as gaining the great opportunity of working alongside our highly experienced board.
* **Wall design and technical experience** - Knowledgeable in safety factors pertaining to climbing wall design, installation, operations, safe processes and technical matters. Proactive and innovative in spotting and mitigating against new and evolving safety issues for the industry.
* **Board, committee and governance** - Strong experience and track record of making a positive impact in a board position. Good working knowledge of governance and partnership working.
* **Lobbying and PR -** Applied expertise in lobbying and PR; raising awareness of key issues to drive positive high level change; for the ABC this could include raising the profile of indoor climbing, sustainability or safety matters.

## KEY RESPONSIBILITIES

* Contribute to strategic thinking and decision making on how the ABC can support the professionalism, safety growth and diversity of the industry
* Join issue specific working groups looking at e.g. safety, safeguarding, EDI, participation, technical matters, sustainability etc
* Represent on the particular area of expertise brought to the board

## PRACTICAL CONSIDERATIONS

Location:

This is largely a virtual role but some travel may be required as attendance at the quarterly board meetings and the annual ABC conference are essential. The board meetings are 50% virtual and 50% in-person (either Birmingham or London, usually). The conference is usually in September and has been in Rotherham for the past couple of years; the 2025 conference will take place on the 18th and 19th September.

Attendance:

It is required for all board members to attend both the in person and online board meetings and the conference in person. Board meetings are scheduled in advance around members’ availability. If two meetings are missed in one year the position will need to be reviewed.

## SALARY

This is a voluntary position. Reasonable expenses for prior approved travel or activities are covered.

## TENURE

Three years with the opportunity to extend for two further terms of three years.

## HOW TO APPLY

Please send your CV and application form to admin@abcwalls.co.uk by **9am on 3rd Feb 2025.**

Your application will be anonymised before it is sent to the shortlisting panel.

The Association of British Climbing Walls will comply with the Data Protection Act 2018 and its principles in the processing of the personal information given in your application.

## APPLICATION FORM

**PERSONAL DETAILS**

THIS SECTION WILL NOT BE SEEN BY THE SHORTLISTING PANEL

| Title:  | Forenames:  |
| --- | --- |
| Surname:  | Previous names (if any):  |
| Email Address:  | Tel (mobile):  |
| Which ABC Member wall do you work at? |

**RELEVANT EXPERIENCE**

To facilitate anonymised shortlisting please do not refer to yourself or your current climbing wall by name.

| Please explain why you would like to work with the ABC in a Board Director capacity? |
| --- |
|  |
| The ABC promotes the professionalism, safety, growth and diversity of indoor climbing. Which of our pillars most interests you and why? |
|  |
| Which of our highlighted areas of experience would you like to focus on and why? (e.g. independent wall, governance etc). What would you bring to this area? |
|  |
| Do you have any relevant professional qualifications? |
|  |
| Do you have any additional work or volunteer experience that would make you an asset to our board? |
|  |
| What would you hope to support the ABC to achieve in the next three years? |
|  |
| How did you hear about this board position?  |
|  |

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## REFERENCES

THIS SECTION WILL NOT BE SEEN BY THE SHORTLISTING PANEL

Please give details of two referees, one of whom should be current or recent employer.

| Referee name:  | Referee name:  |
| --- | --- |
| Job title of referee:  | Job title of referee:  |
| Email:  | Email:  |
| Telephone number:  | Telephone number:  |
| In what capacity do you know this person?  | In what capacity do you know this person?  |
| May we approach them at this stage? YES NO  | May we approach them at this stage? YES NO  |

I declare that the information I have given on this form is, to the best of my knowledge, true and complete. I understand that if it is subsequently discovered any statement is false or misleading, or that I have withheld relevant information, my application may be disqualified or, if I have already been appointed, I may be dismissed.

I hereby give my consent for the Association of British Climbing Walls using and processing the data supplied on the application form for the purpose of recruitment and selection and for equal opportunities monitoring.

**Signed:**

**Date:**

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## FURTHER BACKGROUND ON THE ABC

The ABC is the trade body for indoor climbing walls in the UK.  We are a company limited by guarantee and have been trading since 1995.  The ABC was initially set up to establish standards and to promote the safe operation of climbing walls, when the industry was in its infancy and continues to drive the professionalism, safety and diversity of indoor climbing as it grows.

We have over 200 climbing wall members and a growing number of associate members from suppliers to the industry. New walls are opening all over the UK all of the time and significant wall groups are now emerging. Climbing featured for the second time in the Paris Olympics, 2024, with a gold medal win for GB climbing. All this means we are at a very exciting time in the industry’s growth.

## DEMOGRAPHIC INFORMATION FORM | OPTIONAL

The Association of British Climbing Walls is committed to equality, diversity, and inclusion. Striving to be fully representative of the community it serves by ensuring that all job applicants, third-party partners, and members of staff are treated equally, without discrimination because of gender, sexual orientation, marital or civil partner status, gender reassignment, race, colour, nationality, ethnic origin, religion or belief, disability or age.

As such we are including a form to collect demographic data as part of our recruitment process. Completing this form is voluntary. You are not obliged to answer any of the questions, but the more information you supply, the more effective our monitoring can be. All information detailed will be treated anonymously and will not be shared with the recruitment panel for the role you are applying. We will use the data collected in these recruitment forms to shape our activities, policies, and practices.

By completing this form, you are helping the Association of British Climbing Walls as part of our continued commitment to equality, diversity, and inclusion. Many thanks.

[Click here for the form](https://docs.google.com/forms/d/e/1FAIpQLSdL8h5nQViS8t4vxpm_5Ubs6yObu03dwjnZxSYVs-ixUH4OFQ/viewform?usp=sharing)