

# Coach

## Job Descriptions



### (Criteria for endorsement by Mountaineering Scotland to work on ClimbScotland Youth Events)

November 2023

#### INTRODUCTION

Mountaineering Scotland will endorse a series of coaches based on experience and qualifications to operate on ClimbScotland Youth Events in sport climbing (indoor and outdoor), and bouldering (indoor and outdoor) as summarised in the ClimbScotland Events protocol. We will designate coaches to operate on these events at a variety of levels of responsibility as follows:

#### National Coach / Development Coach / Aspirant Coach

Mountaineering Scotland will use any experience and qualifications that relate to the MT Coaching Awards criteria as a basis for endorsement at the different levels. Measurable criteria will be based on the following information submitted on Mountaineering Scotland 'Coach and Route-setter Information Forms':

- Full details of experience of the delivery of coaching
- Relevant qualifications:
  - o Education (SQA, Degree)
  - o Instruction: CWA, CWLA, RCI, RCDI, MCI (training and/or assessment)
  - o Coaching: Mountain Training Coaching Awards
- Relevant courses: Mountaineering Scotland FUNdamentals & Physical Training Workshops
- Disclosure status and Child Protection Training
- Continuous Professional Development (CPD):
  - o Disability Climbing Workshop Training
  - o Relevant coaching symposiums
- Accredited Prior Learning (APL) in coaching from other sports

#### COACHING PATHWAY:

The coaching for each Mountaineering Scotland Academy event will be undertaken by a designated Coaching Team. The Team will comprise of National and Development coaches (depending on the event requirements). Those wishing to be engaged by Mountaineering Scotland will be endorsed on an annual basis at the different levels depending on their experience. This will be reviewed at year end.

#### COACH TRAINING:

Mountaineering Scotland will endeavour to help towards training for coaches, whenever possible to progress through the different levels as a professional pathway.

#### Scottish Squad Values

At ClimbScotland we are always evolving and moving forward with trying to provide key opportunities for our young Scottish climbers. Bit by bit we aim to build a solid and sustainable pathway that helps these climbers and those to come have a life-long and positive association with climbing and physical activity more generally.

As part of this pathway both the Development Squad and the National Squad are key. Through these Squads we aim to build up young climbers by:

- Building a Community
- Giving relevant Preparation
- Providing Holistic opportunities
- Contributing to appropriate Development

# Safeguarding Children

The following actions are a requirement for endorsement by Mountaineering Scotland

In addition to the criteria detailed below relating to skills, awards and experience, coaches endorsed by Mountaineering Scotland at level one and above will be required to:

- Be PVG Scheme checked through Mountaineering Scotland prior to undertaking any regulated work
- Attend Child Wellbeing and Protection in Sport (CWPS) training prior to undertaking any regulated work
- Proactively involve children you work with in their development plans (IADP)
- Observe all relevant health and safety requirements and demonstrate awareness of personal responsibility in relation to health and safety
- Work within and promote Mountaineering Scotland policies in relation to Equality and oppose and challenge any discriminatory behaviours
- Understand that the welfare of children is paramount and act accordingly
- Adhere to Child Wellbeing and Protection policies and practices
- Have a commitment to and understanding of the principles of participation
- Have a commitment to have full knowledge and understanding of the Events Code of Conduct (2023) and understand how to respond to concerns about a child's welfare

## ClimbScotland Events Protocol

It is a requirement that all engaged coaches are fully aware of the contents of the events protocol and understand its application on ClimbScotland events.

Coaches must adhere to the procedures contained in that Protocol for each event they deliver, with Talent and Pathway Officer, the Head Coach and the Lead Coach of the designated coaching team being responsible for ensuring:

- Event guidelines are followed
- Coaching Team coordination prior to the event is undertaken
- Event risk assessments are undertaken and logged
- Communication is made with participants and parents prior to event
- Emergency procedures are understood
- Reports and feedback are given after the event

It is a condition of engagement that a signed copy of the Code of Conduct is submitted to the Talent and Pathway Officer.



Events and Activities Protocol



# Aspirant Coach

**Remuneration:** Voluntary (+ expenses capped at £50/event)

**Events:** ClimbScotland club events, Coaching Academies

**Responsibilities:**

- Will be able to help coach novice / beginner climbers on the Youth Academies

**Required experience of coaching indoors:**

- **Desirable:** *Be involved in mentoring/ coaching young children in climbing*

**Required personal knowledge, experience and ability:**

- **Desirable:** *On-sight Sport (achieved 75% of attempts) F6a / Red-point F6b / Boulder V1*
- **Desirable:** *Have personal experience of competing at entry-level (ClimbScotland CSFC) competitions and local (local wall winter series) competitions. Competing at regional (YCS) competitions would be advantageous*

**Required Qualifications:**

- **Essential:** *Have attended the Mountaineering Scotland FUNdas1 workshops*
- **Essential:** Hold a Mountain Training award (either CWI, CWDI, RCI, RCDI or MCI)
- **Essential:** Up to date First Aid certificate

**Child Protection:**

- **Essential:** *Be registered with the PVG Scheme in Scotland through Mountaineering Scotland*
- **Essential:** *Have undertaken Relevant 'Safeguarding and Protecting Children in Sport' training*
- **Desirable:** *Have a good knowledge of injury prevention for children of different ages*

**EDI awareness:**

- **Desirable:** *Have attended appropriate equality, diversity, and anti-discrimination training (or other equivalent disability or diversity training)*

# Development Coach

**Remuneration:** £150 (+ expenses capped at £50/event)

**Events:** ClimbScotland Youth Academies and coaching events

**Responsibilities:** Work to the requirements of the designated Head Coach without the need for direct supervision. You will be required to plan and deliver specified sessions with a specified team of Coaches as directed by the Head Coach:

- *Assist the Head Coach in ensuring the event aims are achieved*
- *Plan the required sessions and work with the specified session team members to deliver*
- *mentor and assist any Aspirant Coaches regarding coaching techniques*

**Required personal knowledge, experience and ability:**

- **Essential:** *On-sight (achieved 75% of attempts) Sport F6b / Red-point F7a at a range of indoor walls*
- **Essential:** *Can on-sight Boulder (achieved 75% of attempts) V3 at a range of indoor walls*
- **Desirable:** *Have personal experience of competing at National level competitions (e.g. SYBC, SYCC, YCS Final, 4 Nations, JBBC, JBLCC, BBC, BLCC)*

**Required experience of coaching indoors:**

- **Essential:** *Show evidence of lesson planning and organisational skills*
- **Essential:** *Have experience of performance coaching within commercial setting for a minimum of 2 years*
- **Essential:** *Have experience of working with children at the Scottish Development Squad for a minimum of 1 year*
- **Desirable:** *Show evidence of ability to supervise aspirant coaches*
- **Desirable:** *Have some experience of 1:1 performance coaching and knowledge of designing training plans*
- **Desirable:** *Have a basic understanding of the coaching requirements for competitive performance*

**Required Experience of coaching outdoors in the following areas (for outdoor sessions only):**

- **Essential:** *Bouldering Outdoor (RCI, MCI / or equivalent experience)*
- **Essential:** *Top-roping Sport Outdoor (RCI, MCI / or equivalent experience)*
- **Desirable:** *Leading Sport Outdoor (RCDI, MCI / or equivalent experience)*
- **Desirable:** *Leading Trad' Outdoor (RCDI, MCI / or equivalent experience)*

**Required qualifications:**

- **Essential:** *Have attended Mountaineering Scotland FUNdas1 and FUNdas2 workshops*
- **Essential:** *Hold a Climbing Wall Instructor award (CWI) or Climbing Wall Development Instructor award (CWDI)*
- **Essential:** *Hold the Rock Climbing Instructor (RCI) (outdoor sessions only)*
- **Desirable:** *Hold the Foundation Coach and/or Development Coach training*

**Child protection:**

- **Essential:** *Be registered with the PVG Scheme in Scotland through Mountaineering Scotland*
- **Essential:** *Have undertaken Relevant 'Safeguarding and Protecting Children in Sport' training*
- **Essential:** *Have a good knowledge of injury prevention for children of different ages*

**EDI awareness:**

- **Desirable:** *Have attended appropriate equality, diversity, and anti-discrimination training (or other equivalent disability or diversity training)*

# National Coach

**Remuneration:** £200 (+ expenses capped at £75/event)

**Events:** ClimbScotland Youth Academies and coaching events

**Responsibilities:** In liaison with the TPO you will work with the Talent & Pathways Officer, and Home coaches in creating and implementing a holistic development framework that aligns with training and competition opportunities for our Scottish National Squad (SNS). You will help support and promote the development of Health and Wellbeing as a central pillar to all aspects of the Scottish Pathway and support our climbers to progress further along the pathway, and onto the GB Climbing performance pathway.

- *Help to plan/prepare SNS session content and be involved in delivery (potentially assisting with route setting)*
- *Work with TPO in the IADP process for climbers in the SNS, helping us in our 'Athlete Centred' approach*
- *Where possible engage with athletes, 'Home Coaches' and parents to cultivate learning and communicate feedback. Fostering a safe learning culture.*
- *Work with the TPO to be a useful point of contact for SNS climbers, other coaches and parents, offering a general source of guidance (including on selection processes) and to help feed into a climbers IADP.*
- *Provide feedback and reflections on contact time with members of the SNS to help feed into future planning and programming (e.g. in the form of post session de-briefs, etc.)*
- *Work with TPO in staying up to date with latest selection process up to GB level, so as to be in a good position to advise members of the SNS and help feed into their IADPs (with the support of the TPO)*
- *Work with the TPO to determine coaching development opportunities, and demonstrating a continued working towards your own professional development.*

## **Required experience of coaching indoors:**

- **Essential:** *Have experience as a performance coach with children at the Scottish Development Squad level for 4yrs*
- **Essential:** *Have experience of 1:1 performance coaching and designing training plans for competitors*
- **Essential:** *Experience of implementing various teaching methods and planning to facilitate varying needs and abilities*
- **Desirable:** *Have experience as a performance coach with children at Scottish National Squad level for 1yr*
- **Desirable:** *Maintain contacts across the network of coaches in Scotland to: identify future coaching talent and make recommendations for new members of the pathway, particularly aspirants*
- **Desirable:** *Previous experience working with the GB Climbing pathway*
- **Desirable:** *Demonstrated route setting experience relevant to national athlete programme environments and competition climbing*

## **Required experience of coaching outdoors in the following areas (for outdoor sessions only):**

- **Essential:** *Bouldering Outdoor (RCI, MCI / or equivalent experience)*
- **Essential:** *Top-roping Sport Outdoor (RCI, MCI / or equivalent experience)*
- **Desirable:** *Leading Sport Outdoor (RCDI, MCI / or equivalent experience)*
- **Desirable:** *Leading Trad' Outdoor (RCDI, MCI / or equivalent experience)*

## **Required personal knowledge, experience and ability:**

- **Essential:** *Have a good understanding of training systems for climbing*
- **Essential:** *Knowledge of holistic well-being of an athlete, including lifestyle choices and nutrition*
- **Essential:** *Have an extensive knowledge of the coaching requirements for competitive performance, including the psychology of competitive activities*
- **Desirable:** *Have a good knowledge and understanding of human physiology*

- **Desirable:** *Knowledge and associations with coaches currently working across Scotland*
- **Desirable:** *Have personheadal experience of competing at British level competitions (e.g. JBBC, JBLCC, BBC, BLCC)*

#### **Skills & abilities**

- **Essential:** *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 willingness to undertake anti-doping related training as provided by the UK Anti-Doping Agency*

#### **Required qualifications:**

- **Essential:** *Hold a Climbing Wall Instructor award (CWI) or Climbing Wall Development Instructor award (CWDI)*
- **Essential:** *Have attended a Mountaineering Scotland FUNdas1, FUNdas2 and FUNdas3 workshop*
- **Desirable:** *Hold the Development Coach Award*
- **Desirable:** *Have attended a Mountaineering Scotland Physical Training 1 & 2 Workshops*
- **Desirable:** *Performance Coach Training or an ambition to partake in such training when it becomes more widely available*
- **Desirable:** *Educated to undergraduate or master's level within sports science and/or coaching, or equivalent demonstrable vocational experience*
- **Desirable:** *Any other relevant professional qualification regarding specific coaching knowledge i.e. Sports Psychologist, Physiotherapist, Strength & Conditioning Coach*
- **Desirable:** *Other qualifications that will be required for the role. E.g. current First Aid Certificate (minimum 8hrs), Mental Health First Aid Qualified, RSA Level 1/2*

#### **Child protection:**

- **Essential:** *Be registered with the PVG Scheme in Scotland through Mountaineering Scotland*
- **Essential:** *Have undertaken Relevant 'Safeguarding and Protecting Children in Sport' training*
- **Essential:** *Have a good knowledge of injury prevention for children of different ages*

#### **EDI awareness:**

- **Desirable:** *Have attended appropriate equality, diversity, and anti-discrimination training (or other equivalent disability or diversity training)*