

Mountain Training England

Director recruitment 2026

Information pack



Mountain Training England

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1. Introduction

Thank you so much for your interest in Mountain Training England, and we hope you will consider becoming one of our trustees. 2024 saw us celebrating 60 years of Mountain Training – we have come a long way since we were created to:

“...develop and operate schemes for training, assessing and accrediting those engaged in leading, instructing, coaching and supervising others in safe hill, mountain, moorland and countryside walking, mountaineering and rock climbing and indoor climbing and other associated activities.”

We have a strong and stable staff team who implement these aims as well as a large group of around 150 providers who deliver our qualifications and skills courses across England and Wales. In 2025, we registered over 5,200 new candidates for qualifications and skills schemes. The number of female candidates passing a qualification assessment accounted for 33% of all candidates gaining qualifications.

Time in the mountains - climbing, walking, exploring has been a foundational part of my life, it has provided me with an income and a sense of purpose in being able to help others. So, when the opportunity to give something back arose, I applied to become a Director (Trustee) of Mountain Training England. It's a chance to help support the infrastructure and development of mountaineering in the UK and a great way to know you've been a part of helping other people to get into the hills & mountains.

Kelvyn James, Mountain Training England Director

We have a current strategic plan which we would encourage you to read and see how we are trying to increase diversity in outdoor leaders, as well as encouraging new walkers and climbers through our skills schemes. We believe that our strategy is bearing fruit and creating more representative leaders who can activate and educate all those who wish to experience their potential in the hills, crags and climbing walls of England. It's particularly pleasing to see the continued growth in female leadership, at registration, training and assessment.

Our recent Impact Report has shown that there has been a significant shift in the use of the outdoors post-pandemic by diverse groups and communities; a copy of the summary report can be found [here](#).

We are fortunate enough to have a strong and sustainable financial model that means we have been able to withstand the pressures brought about by the recent pandemic and financial downturn. Our most recent accounts (2025) can be found on the Companies House website.

We currently have a strong and diverse Board of seven Trustees (three female, four male) and are looking to recruit two independent non-executive directors to replace Trustees who have reached the maximum term of six years in office and must stand down. Additionally, we also have two director roles to be recruited from the adventure sector, which would take us to the board's maximum size of nine directors (four vacancies in total).

We hope the information in this pack will help you decide to apply and join us in leading this organisation into the next decade. Your input will benefit those seeking to become the next generation of instructors, coaches and participants in climbing and walking, not just in England but across the UK and Ireland.

Pete Stacey
Chair, Mountain Training England



I was asked by the British Mountaineering Council (BMC) to be their representative on the MTE board to represent the views and interests of the BMC but also to add to the already wide range of skills and experience on the board. I come from an environmental background, but I also have involvement in Mountain Training course delivery, and I was delighted to join a gender balanced board. In terms of what I gain from being a board member is a wider understanding of the role and function of Mountain Training England and an opportunity to influence on the issues that matter to me.

Sharon Kennedy, Mountain Training England Director

2. What is Mountain Training England?

We are the awarding body for qualifications in walking, climbing and mountaineering leadership in England. We also administer two personal skills schemes, one for walking and one for climbing. For more detailed information about Mountain Training England:

<https://www.mountain-training.org/about/structure-and-governance/mountain-training-england>

Our Ethos <https://www.youtube.com/watch?v=PzqVFu7N-RA&t=3s>

Our Vision

To promote a diverse and active outdoor society, supported by inspirational leaders, instructors and coaches.

Our Mission

To inspire, enable and develop people in walking, climbing and mountaineering through the provision of nationally and internationally recognised skills training and leadership qualifications.

To achieve this Mountain Training England:

- Administers 10 qualifications: <https://www.mountain-training.org/qualifications> and two skills training schemes <https://www.mountain-training.org/personal-skills>
- Quality assures the delivery of our courses.
- Provides induction and training for our course providers.
- Regularly reviews all our schemes.
- Collaborates on the shared objectives of the national Mountain Training organisations.
- Liaises with stakeholders and partners to be most effective.
- Develops guidance with partners to support the whole UK outdoor sector.

How is Mountain Training England organised?

Mountain Training England is a Company Limited by Guarantee and a registered Charity. Mountain Training England consists of a Board and a Council of elected member organisations. The Council members support the Board of Trustees and act as a consultation body. They have the authority to elect Trustees. The responsibilities of the Trustees include setting the budget and organisational strategy, overseeing its implementation and running the company.

The Trustees are supported by an Executive Officer who in turn is supported by a staff complement.

What will my role be?

As a Director and Trustee, you will be expected to attend Board and Council meetings and oversee the running of the business. The Trustees of MTE are responsible for setting the strategy and budget, overseeing the management of the company and ensuring its safe running by implementing good governance.

The ability to think strategically and creatively, to exercise independent judgement and a willingness to speak your mind are some of the key attributes we are looking for.

This post is non-salaried. Trustees' travel and reasonable expenses are reimbursed.

What level of commitment is required?

You will be expected to attend four Board meetings and as a minimum one meeting of the Council per year. Board meetings are held in person and/or online. Two out of three Council meetings are held online. We try to get everyone together once a year, although any in person meetings can be held blended/ online.

Trustees must be willing to communicate with other members of the Board and the executive staff outside of those meetings from time to time. Trustees also participate in sub-committees and special project groups such as the finance sub-committee, the screening committee and scheme review groups.

Please see the section on Time Commitment for more detail.

What about diversity?

We are committed to achieving a diverse Board and welcome applications from members of currently under-representative groups (such as women, black and minority ethnic communities and/or candidates who consider themselves to have a disability). Currently we have a gender balance of 40% female board representation.

For more information about how we are addressing diversity and inclusivity, please follow this link - <https://www.mountain-training.org/help/resources/blog/equity-diversity-and-inclusivity-actions-2014-2024/>

3. Independent Non-Executive Director Role Description

Mountain Training England is recruiting for **TWO** independent non-executive directors.

By independent we mean that applicants:

- will have an interest in walking or climbing
- will not have any current, direct involvement in the work of Mountain Training.

Role Description

The role of the Board of Directors is to set the strategic direction of the organisation, to oversee the implementation of that strategy and to ensure that the organisation is governed to the highest standards.

Directors' Roles & Responsibilities

- Set the values of Mountain Training England with a clear vision and mission statement
- Set the strategy of Mountain Training England
- Oversee the work of the management team
- Risk management & monitoring of internal controls
- Finance planning and monitoring
- Policy framework
- Governance

Additional Responsibilities

As well as the above collective duties, you will be expected to use your skills and experience to advise fellow Directors and the Member organisations.

For example, this may involve producing papers, leading discussions, focusing on key issues and providing advice and guidance.

Commitments

The Board of Directors of Mountain Training England meets four times a year. There are a further three meetings of Members per year, and it is expected that a director should attend at least one such Members meeting each year. Board meetings are held on-line and face to face. Directors also participate in sub-committees and special project groups such as the Finance sub-committee, the Course Providers Screening Committee and Award Review groups.

Directors serve for a maximum of three years and are re-elected annually at the Annual General Meeting. At the end of the first three-year term of office Directors are eligible for re-election for one further term of three years. From time to time the positions of

Treasurer, Vice-Chair and Chair become subject to renewal. Applications are invited and the Members appoint at the Annual General Meeting.

Please see the section on Time Commitment (page 11) for more detail.

Directors' Liability

MTE carries insurance for Directors' liability.

Person Specification

Independent Non-Executive Director

As a member of our Board, you will share the responsibility for overseeing the management of the organisation and the implementation of MTE's strategic objectives.

Essential skills/experience	Desirable skills/experience
Expertise in diversity & inclusion	Experience of governance of not-for-profit voluntary organisations
Development of digital resources and commercial development	Fundraising – at governance and strategy level
Understanding of charities and voluntary sector organisations.	Human resources - strategy
Experience of collaborative partnership working	Sports governance
An interest in walking or climbing	Understanding of sports national governing body coach award systems
Media and Public relations	Legal skills and compliance

Desirable Attributes

- Seven principles of public life (Nolan's): selflessness, integrity, objectivity, accountability, openness, honesty and leadership
- Sports governance experience
- Strategic vision
- Good, independent judgement
- Ability to think creatively
- Willingness to speak your mind
- Understanding and acceptance of the legal duties, responsibilities and liabilities of directorship
- Ability to work effectively as a member of a team

Expenses

Reasonable travel, parking and subsistence expenses are paid to Trustees, in line with MTE expenses policy.

4. Adventure Sector Non-Executive Director Role

Description

Mountain Training England is recruiting for **TWO** adventure sector non-executive directors.

Who are we looking for?

We seek a person who has excellent knowledge of the wider mountaineering, climbing and hill walking sector, who can contribute to the Board's work in developing and implementing national strategy to support competent leadership and participation in these activities.

Applications are open to anyone who believes they fit the requirements in the person specification.

Role Description

The role of the Board of Directors is to set the strategic direction of the organisation, to oversee the implementation of that strategy and to ensure that the organisation is governed to the highest standards.

Directors' Roles & Responsibilities

- Set the values of Mountain Training England with a clear vision and mission statement
- Set the strategy of Mountain Training England
- Oversee the work of the management team
- Risk management & monitoring of internal controls
- Finance planning and monitoring
- Policy framework
- Governance

Additional Responsibilities

As well as the above collective duties, you will be expected to use your skills and experience to advise fellow Directors and the Member organisations. For example, this

may involve producing papers, leading discussions, focusing on key issues and providing advice and guidance.

Commitments

The Board of Directors of Mountain Training England meets four times a year. There are a further three meetings of Members per year. See page 11 explaining the time commitments.

Directors also participate in sub-committees and special project groups such as the Finance sub-committee, the Screening committee and Award Review groups.

Directors serve for a term of three years and are re-elected annually at the Annual General Meeting. At the end of the first three-year term of office Directors are eligible for re-election for one further term of three years. From time to time the positions of Treasurer, Vice-Chair and Chair become subject to renewal. Applications are invited and the Members appoint at the Annual General Meeting.

Directors' Liability

MTE carries insurance for Directors' liability.

Person Specification

As a member of our Board you will share the responsibility for overseeing the management of the organisation and the implementation of MTE's strategic objectives.

Essential skills/experience	Desirable skills/experience
A good knowledge of Mountain Training's processes and ethos.	Experience of not-for-profit or/and commercial organisations within the adventure activities sector.
Strong personal background in walking, climbing and mountaineering	Experience of governance of charities and voluntary sector organisations, especially as a Director.
At least one Mountain Training qualification	Governance experience of collaborative partnership working with other organisations.
Good working knowledge of operations in the adventure activities sector.	Understanding of equity, diversity and inclusion
	Experience of delivery of Mountain Training schemes.

Desirable Attributes

- Seven principles of public life (Nolan's): selflessness, integrity, objectivity, accountability, openness, honesty and leadership
- Sports governance experience

- Strategic vision
- Good, independent judgement
- Ability to think creatively
- Willingness to speak your mind
- Understanding and acceptance of the legal duties, responsibilities and liabilities of directorship
- Ability to work effectively as a member of a team.

5. Summary of time commitment

The time commitment expected of MTE Trustees is described below.

Type of work	Description	Time commitment
Board meetings	Attend 4 Board meetings per year. Meetings are held on weekdays. Board meetings usually last 4-5 hours. At least one meeting per year is held in person, which is usually a residential 2-day meeting.	20 - 25 hours per year plus preparation time
Finance committee	The Treasurer and one other Trustee sit on the Finance Committee, plus the Executive Officer and Finance manager which meets online.	8-12 hours per year plus prep time
Council meetings	Attend 1 of 3 Council meeting per year. These meetings are held mid-week. Meetings last 4 hours. One meeting per year is held in person with remote attendance possible.	4 hours per meeting plus prep time
The rows below describe further voluntary commitments accepted by Trustees depending on their availability and expertise.		
Board committee Nominations committee	MTE convenes a nominations committee consisting of two Trustees and one or two member representatives. This process is done by email/Zoom.	One round of recruitment = screening, shortlisting, interviewing approx. 16 hours (2 days)
Board committee	One Trustee, one Council member, two independent members, the Development Officer and the Training Officer comprise this group. The process is	Review applications 4 times per year, make recommendations. 6 hours per year

Screening Committee for Providers	coordinated by the Development Officer and communication is by email.	
MTE representation on MTUKI Council	The Chair and one other Trustee attend as voting member representatives of Mountain Training UK & Ireland. The Executive Officer attends as an advisor. This is a shared role; the Chair attends most MTUKI meetings and the other voting place is shared among the other Trustees.	3 meetings per year – 4 hours per meeting All MTUKI meetings are possible to attend online. One meeting per year is planned as a face-to-face meeting, and this is run as a blended meeting.
Finance planning group	The Treasurer, Chair and Executive Officer attend meetings of the Finance Planning Group, which is a sub-committee of Mountain Training UK & Ireland. This group meets once a year, usually on a MTUKI Council meeting date.	1 day
Funding Screening Committee	Two Trustees and the Governance & Equity Officer form this group. The process is coordinated by the Governance & Equity Officer and communication is by email.	Review applications 4 times per year, accept recommendations. 4 hours per year
Working groups	Qualifications review working groups convene during the initial phase of the process. Contribution includes email correspondence and face to face meetings.	As necessary

Length of tenure

Trustees serve for a maximum of three years and are re-elected annually at the Annual General Meeting. MTE Articles allow Trustees to stand for re-election for a further period of up to 3 years. From time to time the positions of treasurer, vice-chair and chair become subject to renewal. Applications are invited and the members appoint at the Annual General Meeting.

6. A code of conduct for Mountain Training England Board of Trustees

Overall purpose

The purpose of this code of conduct is to provide Trustees with clear guidelines as to the expected standard of behaviour, responsibilities and good practice in fulfilling their obligations to Mountain Training England.

Role of Trustees

MTE provides Trustees with guidance outlining their specific role and responsibilities. In fulfilling their general roles and responsibilities Trustees must:

- Act in the best interests of MTE at all times, taking professional advice where necessary.
- Contribute to the work of the Board in order for MTE to fulfil its objects, as defined in the Memorandum of Association and in legislation.
- Recognise that their role is a collective one and be aware that any task or function delegated to an individual Trustee or Board committee does not relieve the other members of the Board of the responsibility for that task or function. This concept of collective responsibility constitutes your fiduciary duty under company law.
- Support and assist the executive staff, where appropriate.

Eligibility to serve

A Trustee must not be disqualified from acting as such and must provide a fit and proper person declaration at the time of appointment.

Conflicts of interest

The Board has a legal obligation to act in the best interests of Mountain Training England, and in accordance with the Memorandum and Articles, and to avoid situations where there may be a potential, real or perceived, conflict of interest.

Upon appointment, and thereafter annually, Trustees are required to complete a declaration of interest form. This document must be updated when a material change occurs. A register of interests will be maintained. Declaration of interests is a standing item on all meeting agendas and Trustees are expected to declare any interests that arise in response to each meeting agenda.

Standards of conduct

Trustees are required to adhere to the highest standards of conduct in the performance of their duties. This code of conduct respects and endorses the seven principles of public life promulgated by the Nolan Committee and all Trustees are expected to perform their duties in accordance with them. The seven principles are: **Selflessness, Integrity, Objectivity, Accountability, Openness, Honesty, Leadership**

In addition, MTE requires Trustees to perform their duties in accordance with the vision, mission and values of the organisation. Trustees are encouraged to:

- value the opinions and perspectives of colleagues, even when these differ from one another
 - treat MTE's staff with respect and in accordance with the policies laid out in the staff handbook.
 - be mindful of conduct which could be deemed to be unfair or discriminatory
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- conduct themselves in a manner which reflects positively on MTE at all times.

Meetings

Trustees have a responsibility to attend four meetings of the Board and up to three meetings of the Council per year. When this is not possible, they should submit an apology to the Executive Officer in advance of the meeting. Trustees are expected to attend for the duration of each meeting.

Non-attendance of three consecutive Board meetings will result in the Trustee being deemed to have resigned their position, unless the grounds for absence are regarded as satisfactory by the Board.

Formal minutes are taken at each meeting. Minutes are confidential to the Board and the Executive Officer. Minutes approved by the Chair are deemed evidence of decisions taken by the Board.

Confidentiality

All Trustees are required to respect the confidentiality of the information they are exposed to as a result of their membership of the board of MTE. All Trustees, when dealing with sensitive and confidential issues, are required to act with discretion and care in the performance of their role.

Ceasing to be a Trustee of MTE

Trustees must continue to comply with the qualifications required to hold a Board position throughout their period of tenure, as defined in the Fit and Proper Person declaration. Any changes that would render them ineligible to serve must be forwarded to the Chair.

Trustees may resign their office ahead of their three-year tenure by writing to the Chair and the Executive Officer.

The confidentiality requirements referred to above continue to apply after the Trustee leaves office.

7. Mountain Training England Board Diversity Statement

MTE recognises the value of diversity in the makeup of its Board of Trustees. We acknowledge that increasing diversity, including skills, expertise, gender, race, disability, sex, religion or belief, age, marriage or civil partnership, pregnancy or maternity as well as culture, personality, life and work experience will benefit our work for the following reasons:

- A diverse Board contains a broader mix of skills, experience, knowledge and backgrounds, which should provide greater perspective in discussion and decision
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making. It should also enhance the Board's resilience and increase flexibility in its approach to new challenges.

- A Board representing a demographical cross-section of contemporary society has the potential to bring fresh, new ideas in and prevent leadership stagnating.
- A more diverse range of Trustees helps to ensure that MTE is fair and open in all our interactions with our stakeholders in pursuit of our charitable aims, for example in seeking opinion, delivering services and facilitating training.
- A diverse board can increase public confidence and accountability.

Our approach to diversity

- We have made sure that our Articles of Association set out the limitations on terms of service. Trustees may serve a maximum of six years and are re-elected annually by the Council at AGM. This facilitates a regular turnover of personnel while ensuring adequate continuity and sufficient ongoing experience and familiarity of the business.
- We have a recruitment policy and a standard procedure for the recruitment of new Trustees.
- We appoint a Nominations Committee which oversees all recruitment processes.
- We make sure that all new Trustees are thoroughly inducted into the ethos and working practices of our organisation.
- All Trustee appointments are based on merit and according to need, with the skills required identified in advance.
- We work hard to place and share our job adverts in appropriate places where they are more likely to be seen by the people we want to attract. We also spend time on the wording of the job advert, the job description and person specification to make them appealing to a wide range of people.
- We have an out-of-pocket expenses policy to facilitate travel to and from meetings.

8. How to apply and application timetable

Please send your CV together with a letter/personal statement giving your reasons for wishing to become a Trustee of Mountain Training England to: kriszti.watts@mountain-training.org

- Applications are welcomed after **23rd March, 2026**
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- A webinar for interested applicants will be held on the evening of **14th April 2026 at 7pm**. For anyone interested in attending, please contact kriszti.watts@mountain-training.org and you will be emailed the joining details.
- The closing date for applications is **20th April 2026**
- Interviews (online) will be held as follows: possibly on any of the following dates – **5th/6th May 2026**
- Initial Induction to role and organisation – **May/June 2026**
- Successful candidates to attend first Board meeting in **May 2026**.

If you have any questions about the roles and would like to talk to one of the Trustees, please email chair@mountain-training.org who will arrange for a call back to you.