

Mountain Training UK & Ireland Director/Trustee Recruitment 2026

MTUKI is currently recruiting for two voluntary roles:

- One to join the MTUKI Board as a Non-Executive Director/Trustee.
- One to serve as MTUKI's nominated Director/Trustee on the Board of the Mountain Training Trust, the charity that runs Plas y Brenin National Outdoor Centre.

Both roles carry the responsibility of both a company director and a charity trustee.

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1. About us

What is Mountain Training UK & Ireland?

Mountain Training UK & Ireland's main aim, as stated in its Articles of Association, is:

*"the advancement for the public benefit of **education and training** (in conjunction where appropriate with other persons or bodies) in the **skills** required for doing, leading and instructing safe **hill, mountain, moorland and countryside walking, mountaineering and rock, ice and indoor climbing**, and other associated activities, and to offer **advice** on matters of **training and safety**"*

The role of Mountain Training UK & Ireland is to coordinate the shared objectives of the national Mountain Training organisations and to directly administer six qualifications.

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

Mountain Training UK & Ireland

Company number	04226512
Registered address	Siabod Cottage, Capel Curig, Conwy. LL24 0ES
Telephone	01690 720272
Email	info@mountain-training.org
VAT	Mountain Training UK & Ireland is not VAT registered

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 UK & Ireland:

- Develops and manages the Mountain Training website, the Candidate Management System and online logbook.
- Administers the following qualifications: Mountaineering and Climbing Instructor, Winter Mountaineering and Climbing Instructor, International Mountain Leader, Foundation Coach, Development Coach and Performance Coach (climbing).
- Liaises with Government and other external bodies.
- Creates the official candidate handbooks of all Mountain Training qualifications.
- Develops the Mountain Training Association (MTA) to support candidates.
- Provides services for the Association of Mountaineering Instructors (AMI), British Association of International Mountain Leaders (BAIML) and the British Association of Mountain Guides (BMG).

For more detailed information about Mountain Training UK & Ireland, look at:

<https://www.mountain-training.org/about/> and <https://www.mountain-training.org/about/what-we-do/mountain-training-uk-ireland/>

How is Mountain Training UK & Ireland organised?

Mountain Training UK & Ireland is a Company Limited by Guarantee and a registered charity. MTUKI owns a subsidiary company, Mountain Training Publications (MTP), which manages the publication of MTUKI's series of textbooks and its magazine, The Professional Mountaineer. MTP's business is conducted in conjunction with MTUKI.

Mountain Training UK & Ireland consists of a Council of representatives of elected member organisations. The Members support the Board of Trustees and act as a consultation body. They have the authority to elect Trustees annually. The functions of the Trustees are to set the budget and organisational strategy, oversee its implementation by the staff and to run the company.

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

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Mountain Training UK & Ireland also has a seat as an owner (alongside BMC and Mountain Training England) on the Board of Mountain Training Trust (MTT) that runs Plas y Brenin National Outdoor Centre. [Find out more about Mountain Training Trust.](#)

2. What will my role be?

As a Director and Trustee for MTUKI or MTT, you will be expected to attend Board meetings (applies to both roles) and Council meetings (applies to MTUKI Trustees only) and oversee the running of either MTUKI or MTT. The Trustees of each organisation 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 seeking for both posts.

What level of commitment is required?

Mountain Training UK & Ireland

As a Director and Trustee for MTUKI 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 also be 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.

Mountain Training Trust

As a Director and Trustee for MTT you will be expected to attend four Board meetings per year, two of which are face to face and two are via Teams. Ad hoc single item board meetings can be held if and when the need arises. You may be required to sit on one of the board's committees, e.g. Audit, Risk & Finance, which also meet four times a year. There is normally one face to face board development day a year which usually falls the day before or after one of the face to face board meetings.

Both roles are for a three year term. For each role one further three year term may be served.

Expenses

Both roles are voluntary. You will be paid travel expenses and other agreed expenses, for example accommodation, by MTUKI or MTT in line with their expenses policy.

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Diversity

We are committed to broadening the diversity of our Boards and would especially welcome applications from people who are from under-represented groups in our sector, including but not limited to women, including trans and/or non-binary people, people from UK and Ireland minority ethnic backgrounds or global majority backgrounds, disabled people, people who follow a religion or belief and members of the LGBTQ+ community.

We actively encourage applications from people who are applying for their first non-executive role.

3. Mountain Training UK & Ireland Trustee Role

Key responsibilities (jointly with other Directors / Trustees):

1. Ensure the organisation has a clear vision, strategic oversight, strong governance and organisational sustainability.
2. Ensure the organisation complies with all legal and regulatory requirements

We are particularly interested in candidates with significant senior-level experience in the **legal sector, business or management consultancy, or human resources**, who can bring specialist knowledge to support the organisation's future development and governance. We are also actively encouraging applications from Ireland, Scotland and Wales.

Person specification

Essential criteria

Professional expertise

Candidates must demonstrate experience in at least one of the following areas:

Legal sector

- Qualified solicitor, barrister or legal professional with significant post-qualification experience.
- Knowledge of governance, regulatory compliance, risk management or charity/company law.
- Ability to advise and challenge constructively on legal and governance matters.

Business or management consultancy

- Experience in management consultancy, organisational transformation or strategic planning.

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- Proven ability to support organisations through change, growth and long-term strategic development.
- Experience analysing complex organisational challenges and developing practical solutions.

Human resources and people development

- HR and people development experience.
- Expertise in organisational development, culture, leadership and succession planning.
- Understanding of employment legislation and best practice people management.

Governance and leadership

- Understanding of the responsibilities of charity trustees/company directors and effective governance.
- Experience of operating at Board, Executive or Senior Leadership Team level.
- Ability to contribute to strategic decision-making and organisational oversight.
- Understanding of risk management, accountability and organisational performance.

Knowledge and understanding

- An appreciation of the outdoor recreation, education, mountaineering, climbing or adventure activity sector.
- Understanding of the role volunteers play within membership and charitable organisations.
- Commitment to the safe, inclusive and sustainable development of outdoor activities.

While MTUKI qualifications are preferred, previous Mountain Training experience is not essential. Applications are welcomed from candidates who can bring transferable professional expertise and a fresh perspective.

Personal qualities

The successful candidate will be:

- A strategic thinker able to see the bigger picture.
- An effective communicator who can influence and challenge constructively.
- Collaborative and supportive whilst maintaining independence of thought.
- Committed to the highest standards of integrity and confidentiality.
- Passionate about supporting people, organisations and communities to thrive.
- Committed to equality, diversity and inclusion.

Desirable criteria

- Previous trustee, non-executive director or governor experience.
- Experience working within charities, sport, education or membership organisations.

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- Knowledge of safeguarding and organisational risk.
- Experience leading organisational change or cultural transformation.
- Experience developing volunteer-led organisations.
- Interest in walking, climbing, mountaineering or outdoor learning.

4. Mountain Training UK & Ireland Nominated Trustee on the Board of Mountain Training Trust Role

Key responsibilities:

1. Ensure MTUK&I strategic view is represented on the MTT Board.
2. Ensure MTT complies with all legal and regulatory requirements.
3. Be the conduit between the MTUK&I Board and MTT Board ensuring effective two-way communication.

Mountain Training Trust are particularly interested in people with **business and/or financial acumen**.

Person specification

Essential criteria

Professional expertise

Candidates must demonstrate experience in at least one of the following areas:

Partnership working

- Ensuring shared goals and objectives.

Governance and leadership

- Understanding of the responsibilities of Charity Trustees / Company Directors and effective governance.
- Experience of operating at Board, Executive or Senior Leadership Team level.
- Ability to contribute to strategic decision-making and organisational oversight.
- Understanding of risk management, accountability and organisational performance.

Knowledge and understanding

- An appreciation of the outdoor recreation, education, mountaineering, climbing or adventure activity sector.

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- Understanding of the role volunteers play within membership and charitable organisations.
- Commitment to the safe, inclusive and sustainable development of outdoor activities.
- Understanding of Charity Law.

Whilst an applicant with a MTUKI qualifications is preferred, it is not essential.

Applications are welcomed from candidates who can bring transferable professional expertise and a fresh perspective.

Personal qualities

The successful candidate will be:

- A strategic thinker able to see the bigger picture.
- An effective communicator who can influence and challenge constructively.
- Collaborative and supportive whilst maintaining independence of thought.
- Committed to the highest standards of integrity and confidentiality.
- Passionate about supporting people, organisations and communities to thrive.
- Committed to equity, diversity and inclusion.

Desirable criteria

- Experience working within charities, sport, education or membership organisations.
- Knowledge of safeguarding and organisational risk.
- Experience leading organisational change or cultural transformation.
- Interested in walking, climbing, mountaineering or outdoor learning.

5. How to apply and application timetable

Please send your CV (no more than two-pages long) and a covering letter (no more than two-pages long) to: kriszti.watts@mountain-training.org. In your covering letter, please clearly state which roles you are applying for and tell us how you meet the requirements of the role, as outlined in the information provide above.

If you have any questions about the roles and would like to talk to one of the Directors/Trustees, please email MTUKI Vice Chair Lynn Robinson (lynn.robinson@mountain-training.org) or Trustee Sean Wood (sean.wood@mountain-training.org).

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The closing date for applications is **Friday 21st August 2026**.

Candidates will be informed about interview on 27th August 2026.

Interviews will take place online on **3rd September 2026**.

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