



**Job Title:** Climbing Coach

**FLSA Status:** Non-Exempt

**Hours:** Part-time: weekends, evenings, or varied hours for events

**General Purpose:** Climbing coaches work as part of the Shaker Rocks team to provide a high-quality climbing experience to learners of varying age, ability level, and prior experience. Coaches develop a coach/student relationship with their climbers and assess their current ability levels in order to work collaboratively with them towards instructional goals. Shaker Rocks instructors further our goal of developing life-long climbers who continue to engage with the greater climbing community.

#### Responsibilities/Essential

##### Functions:

- Teach proper belay practices, risk management, and climbing technique
- Be responsible for instructional duties which include teaching classes and mentoring Instructor Aides to ensure program goals are met and instruction is consistent
- Maintain appropriate tracking of climber development
- Ensure that course objectives are met for all climbing courses
- Appropriately adjust course curriculum to meet the needs of course participants
- Adhere to behavioral standards and community ethics for all courses
- Focus on proper safety protocols for climbing
- Be a team player by assisting other staff as appropriate
- Demonstrate a positive influence on the Shaker Rocks community culture
- Display a conscientious work ethic, strong interpersonal skills, and a collaborative spirit
- Exemplifies the Core Values of Shaker Rocks
- Other duties as assigned
- Reports to Head of Youth Programming or Operations Manager, based on role

##### Minimum qualifications:

- High School Diploma or GED
- 2+ years of climbing and/or instructional experience
- Ability to be Top Rope Certified at Shaker Rocks

##### Facility Environment and Physical Demands:

- While performing the essential responsibilities of this job, the employee will be regularly required to ascend/descend climbing walls; sit in a harness; stoop, kneel, and crouch; walk up and down stairs; walk and stand on hard and soft and even and uneven surfaces; use both hands at the same time; reach overhead with arms; grip with hands; talk, yell, and hear; use a computer and other office equipment such as a copier; use climbing equipment including but not limited to ropes, harnesses, quickdraws, belay devices and carabiners

- The employee will regularly be required to lift and/or carry up to 25 pounds, and occasionally to lift and/or carry between 25 and 100 pounds The employee will
- regularly be exposed to chalk and other airborne particles, loud noise, falling objects, and trip hazards

**Compensation:**

- \$17.00 per hour, with scheduled raises • Employee Assistance Program - free confidential support for things like stress, anxiety, financial planning, and legal issues
- 401(K) Employer Match (based on plan eligibility requirements) • Free membership to Shaker Rocks and a "plus one" membership after 6 months of employment
- Industry pro deals and in-gym retail discounts • Professional development opportunities