Job Title: Climbing Coach

FLSA Status: Non-Exempt

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

Reports To: Head of Youth Programming or Operations Manager, depending on role

General Purpose: Climbing coaches at Shaker Rocks play a key role in inspiring and empowering climbers of all ages and abilities. More than just teaching skills, our coaches spark confidence, foster strong coach-student connections, and guide each climber toward reaching their personal goals. By creating fun, supportive, and challenging experiences, coaches help nurture a passion for climbing that lasts a lifetime and encourage climbers to become active members of the broader climbing community.

Responsibilities/Essential Functions:

- Design and lead fun, challenging and purposeful practices, classes, and training sessions for youth and/or adult participants.
- Foster a positive and inclusive culture that supports personal growth, teamwork, and confidence.
- Maintain appropriate tracking of climber development.
- Ensure that course objectives are achieved while keeping sessions engaging and accessible.
- Adapt curriculum and coaching style to support a wide range of ages, abilities, and experience levels.
- Adhere to behavioral standards and community ethics for all courses.
- Exemplify, instruct, and monitor for proper climbing and belaying safety protocols.
- 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.

Minimum qualifications:

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

Preferred skills:

- Ability to work with a wide range of ages and climbing abilities
- Experience coaching at a competitive level through USAC
- Experience in planning and instructing climbing practices/classes

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