



Job Title: Head Coach

FLSA Status: Non-Exempt

Hours: Part-Time: may include weekends, evenings, and varied hours for events. Potential for Full-Time Hourly with combination of Routesetting, Floor Staff, or other position.

Position Overview:

The Shaker Rocks Youth Competitive Climbing Team is seeking a dedicated, high-energy, and compassionate Head Coach to lead our young athletes. Shaker Rocks Team is more than just a climbing team – we’re a community driven program that strives to create lifelong climbers, empathetic leaders, and well-rounded athletes.

This position is ideal for someone who thrives on developing people — both athletes and coaching staff — and who can create a safe, challenging, and fun environment for growth through climbing. Our Head Coach should be passionate about fostering excellence and inclusion in competition while balancing personal growth, team culture, and long-term love for the sport.

Responsibilities/Essential Functions:

- **Athlete Development & Coaching:**
 - Plan and deliver high-quality climbing practices that support the physical, mental, and emotional development of youth athletes.
 - Adapt training plans and competition preparation to individual athletes’ strengths, goals, and developmental needs.
 - Foster a team culture that emphasizes trying hard, having fun, and caring for one another
 - Coordinate and lead mock competitions.
 - Ensure a safe environment that promotes both climbing performance and well-being.
- **Team Culture & Community Building:**
 - Cultivate a positive, inclusive, and tight-knit team environment that values communication, camaraderie, and mutual respect
 - Organize regular team-building events, social gatherings, and team traditions that reinforce the community.
 - Lead with empathy, humility, and professionalism. Model behavior that athletes, families, and staff can look up to.
- **Coaching Leadership & Staff Development:**
 - Supervise, train, and support a team of coaches.
 - Find and/or create ongoing opportunities for professional development.
 - Communicate clearly and consistently with assistant coaches.
 - Coordinate with Shaker Rocks leadership and the setting team to ensure programming needs are met

- **Competition Leadership:**
 - Lead the team through all levels of USA Climbing (USAC) competitions (Qualifying Events to Nationals)
 - Develop comp strategies, manage warmups, support athletes during competitions, and assist with appeals when necessary.
- **Parent Engagement & Administrative Tasks:**
 - Maintain open and professional communication with Team families regarding schedules, goals, and athlete development.
 - Collaborate with the Head of Youth Programming (HOYP) to ensure all records pertaining to Shaker Rocks Team enrollments, USAC memberships, and required USAC certifications (for coaches and competitive climbers) are up to date.
- Exemplify the Core Values of Shaker Rocks

Minimum qualifications:

- High School Diploma or GED
- 3 years climbing experience
- Prior coaching or teaching experience
- CWI Certification through CWA or AMGA (or willing to obtain)
- First aid, CPR/AED certification (or willing to obtain)
- SafeSport Training Program & USAC Coaching membership (or willing to obtain)
- A positive and upbeat attitude
- Strong communication and organizational skills
- Intrinsic motivation to improve and learn

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 25 to 100 pounds.
- The employee will regularly be exposed to chalk and other airborne particles, water, loud noise, falling objects, and trip hazards.

Compensation:

- \$19 - \$21/hour with scheduled raises (commensurate with experience)
- 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