



Job Title: Youth Climbing Instructor

FLSA Status: Non-Exempt

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

General Purpose: Work as part of the Shaker Rocks instructional team to provide high quality instruction that meets the needs of our young patrons ages PreK - 19. A climbing instructor is knowledgeable, friendly, and encouraging. A climbing instructor teaches proper belay practices, risk management, and climbing technique. Every climbing instructor is a people-person—they know how to meet people where they are and help them grow in their climbing confidence and competence. They are good role models for all climbers.

Responsibilities/Essential Functions:

- Be responsible for instructional duties which includes teaching classes and mentoring Instructor Aides to ensure program goals are met and instruction is consistent
- Teach the Goat & Climber Development Programs (CDP) and maintain the CDP logs and Level Pass Sheets for each student
- Ensure that course objectives are met for all climbing classes
- Adhere to behavior and disciplinary standards for youth classes
- Focus on proper safety protocols for climbing
- Be a team player by assisting other staff as needed
- Help shape the Shaker Rocks community culture
- Display a conscientious work ethic, strong interpersonal skills, and a collaborative spirit
- Qualified instructors may also instruct technique classes and guide outdoor climbing trips
- Exemplifies the Core Values of Shaker Rocks
- Other duties as assigned
- Reports to Head of Youth Instruction

Minimum qualifications:

- High School Diploma or GED
- Prior coaching or teaching experience
- 2+ years of climbing 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:

- \$14.00 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

Employee name, printed	Employee name, signed	Date
------------------------	-----------------------	------

Manager name, printed	Manager name, signed	Date
-----------------------	----------------------	------