

Reports To: Gym Director
FLSA: Exempt
Open: 11/01//2025

Revised Date: 11/01/2025

Description of Position - The Part-time Youth Coach - Shift Lead works as a leading coach in our Recreation Team program and customer service representative in the day-to-day operations of the Source Climbing Center. The Shift Lead also supports the Source Climbing Center's Management team, helping to create accountability and meeting overall goals of the organization.

Accountability: This position is primarily accountable for:

- *Mission:* representing the core values of the Source Climbing Center to provide a better climbing experience to all members and visitors.
- *Culture:* fostering high morale by being on time, a team player, attending all staff meetings, and finding substitute staff for any shifts missed.
- *Coaching* – demonstrating professionalism while encouraging the development of other climbers through improved technique, better training and smart mentoring. Staying up-to-date on standard industry practices, current and local climbing trends, events and activities.
- *Customer Service:* building positive relationships with customers while being proactive, maintaining facility cleanliness and organization; performing quality work with speed and accuracy; leading in the promotion of membership sales, programs and events;
- *Wall Monitoring* – watching for smart climbing practices and proper equipment use; being up front with rules, inherent risks, and expectations with customers and addressing concerns immediately.
- *Instruction* - knowing the standards of how equipment should be used. Providing appropriate Instruction or Belay support during scheduled classes, private lessons, birthday parties, Summer Camps, private groups and individual belays

In addition to day-to-day operations, each shift lead is responsible for tracking and recording headlines, issues and completed tasks for which they are accountable.

Minimum Requirements for qualified compensation package

- 1,600 hours working in a Commercial climbing gym or equivalent in a related coaching, setting or supervisory role.
- CWI Instructor and SafeSport Certification
- 12+ Months of active Lead climbing/Belaying experience
- Climb 5.11 or better with confidence
- Boulder V4 or better with confidence

Schedule Requirements

- Available 20-24 scheduled hours per week
- Readiness to work 2-3 evenings per week, 2 weekends per month, and special events.

Preferred Qualifications to qualify for higher compensation

- CWI Provider or AMGA SPI certification
- Program Development experience
- 2 years coaching or instructing climbing
- a USA Climbing Level 2 Certified Coach.
- experienced Rock Gym Pro user

Compensation Package

- Compensation:
 - Entry Level \$18.00/hour
 - Qualified \$20.00/hour
 - Preferred \$22.00/hour
- Paid Sick Leave
- Employee Bonuses
- Professional Development opportunities
- Membership privileges