

CAREER OPPORTUNITY ANNOUNCEMENT

GYM DIRECTOR

COLUMBIA, MD



El Cap is one of the largest operators of indoor climbing facilities with 11 gyms in 5 states under the brand names of either Earth Treks or Planet Granite. We're expanding and looking for motivated individuals interested in growing with our company. When our staff aren't outside adventuring or training in the gym, they are sharing their passion for climbing with our amazing members. Presently, we can be found in greater Washington D.C., San Francisco, Denver, Baltimore and Portland.

JOB SUMMARY

The gym leadership team is comprised of the Gym Director and Asst. Directors. As a team, they are primarily responsible for ensuring that the gym functions smoothly, all staff are supported and upholding our Core Values and that we are providing an excellent customer experience.

The Gym Director will report to the VP of Climbing Center Operations – East. They will work with this person to establish goals for the gym and use them as a resource for the growth of their respective gym.

The ideal candidate will have a balance of great customer service and leadership skills, as well as excellent administrative abilities. Proven success in developing and managing a high performing team in a fast-paced environment and the ability to see the big picture as well as the everyday details are essential to being a successful gym director. We're looking for someone who can be part of a highly collaborative team, but also think and execute independently.

JOB RESPONSIBILITIES

- Provides leadership and direction to all climbing center staff in alignment with our mission, vision and values.
- Recruits, hires, develops and mentors service-oriented, collaborative, passionate team made up of gym leaders, front desk and event staff, coaches and yoga & fitness instructors.
- Manages the overall facility including maintenance, cleanliness, routes, retail, programming and community events.
- Initiates and implements processes, protocols and procedures to ensure the gym runs in an effective and service-oriented manner while meeting financial goals.
- Ensures the team is supported and through them, the gym runs smoothly: all administrative needs are met and all staff are trained and supported, and our members and guests' experience is awesome.
- Works proactively to build relationships in the community to drive membership growth and retention.
- Leads by example and serves as a shift supervisor for the climbing center as part of a rotating management schedule.

JOB REQUIREMENTS

- Prior experience managing a gym/fitness oriented facility including direct supervision of a large staff.

- Knowledge of climbing center operations including retail, routes and programming.
- Demonstrated relationships within the climbing community and the ability to leverage those relationships to build a strong community in the gym.
- Embodies the mission, vision and values and is able to foster this sense of culture in all staff.
- Ability to work weekends and nights, longer days and events.
- Ability to build a strong staff community and develop future leaders.
- Ability to work independently and juggle competing priorities.
- Ability to solve problems and handle difficult situations with sound judgment.
- Proficient in organizational tools such as web-based applications, MS Office and POS tools.
- Must have Director level experience or Assistant Director (1 year or more of experience required for ADs) or equivalent for outside applicants, in order to apply.

ADDITIONAL INFORMATION

This position is a full-time, exempt position with paid time off, health insurance benefits, 401k, as well as other benefits including gym membership!

TO BE CONSIDERED

Please email an industry specific resume and cover letter by EOB 12/19/18 to:

Katrina Papavasiliou

VP OPERATIONS EAST

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El Cap is an Equal Opportunity Employer encouraging diversity in the workplace. All qualified applicants will receive consideration for employment without regard to race, national origin, gender, age, religion, disability, sexual orientation, veteran status or marital status.