

# CAREER OPPORTUNITY ANNOUNCEMENT

## CLIMBING TEAM HEAD COACH

### EARTH TREKS ROCKVILLE, 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 team members 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.

## POSITION OVERVIEW

Earth Treks is seeking a passionate climber, trainer, and mentor to help lead its youth climbing team in Rockville, Maryland. The Climbing Team Head Coach is responsible for growing, running, and managing the Earth Treks climbing team in this location.

The Head Coach serves as a main point of contact for the climbing team, and as such must be self-motivated, goal-oriented, able to multitask, creative, possess good time management skills, and be passionate about helping coaches and young climbers achieve their full potential. They must be able to collectively work with a group of Coaches, Lead Coaches, parents, and gym directors to create a positive culture and deliver high quality climbing programming which is consistent with El Cap's vision and policies.

## PRIMARY DUTIES & RESPONSIBILITIES

- Work closely with the Gym Director and Regional Director of Programs to develop this team program in line with overall El Cap vision for youth climbing team and climbing team culture
- Assist in recruiting, hiring, training, and mentoring a cohesive team of Coaches and Lead Coaches who collectively embody El Cap's values (Innovation, Passion, Partnership, Integrity, Inclusion) and provide high quality programming for youth athletes
- Work closely with Coaches and Lead Coaches to develop training plans that ensure development of each athlete's personal and team-oriented goals across all levels of the Team
- Coach five days a week either as part of ratio or as a floating coach, and attend competitions as needed.
- Provide effective and timely communication between coaches, parents, gym directors, and gym members
- Ensure that backend administration and organization of team program is taken care of in a timely and effective way including communication with new prospective athletes, handling membership issues, scheduling staff, tracking belay and other safety trainings, ordering team clothing and other supplies, etc.
- Schedule mock comps, training camps, social events, and other team functions that foster and support a healthy team culture
- Constantly look for ways to improve the team program, the gym, and El Cap's vision for programs, and work with the Gym Directors, Regional Director Team, and other Head Coaches to grow our community in a way that maintains alignment between gyms and programs.

## QUALIFICATIONS

- Ability to define and create a positive team culture
- Passion for developing coaches and young athletes in a way that emphasizes fun and fosters a love of the sport and the climbing community
- Experience with competitive youth climbing programs. Experience with USA Climbing including local and championship events is strongly preferred
- Experience planning and implementing a training schedule for youth athletes
- Strong climbing and training background, and knowledge of climbing techniques and athletic training theory
- Self-motivated and organized, good communicator
- Flexible schedule, willing to travel for competitions and training
- Understands and embodies El Cap's Core Values, and is a sound mentor for the youth on climbing team as well as an example for the other coaches and employees to follow
- Current USA Climbing Coach membership, or ability to obtain this immediately upon hire, is required. This includes Safesport, First Aid, and CPR certifications, and also the ability to pass a background check
- Personal Training Certification or equivalent experience is an added plus, but not required

## ADDITIONAL INFORMATION

This position is a full-time (35-40 hours/week), non-exempt position, including gym membership and other benefits.

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.

## FOR CONSIDERATION

Please email a cover letter and resume to Janet Hirsch by August 1, 2019:

**Janet Hirsch**

**REGIONAL DIRECTOR OF PROGRAMS, EAST COAST**

[Janet@earthtreksclimbing.com](mailto:Janet@earthtreksclimbing.com)