



CLIMB IOWA - GRIMES

Job Title: Youth Programming Coach

Hours: Vary | Monday, Tuesday, Thursday evenings

Reports To: Head Coaches, Gym Managers, General Manager

Compensation: Depends on Experience

YOUTH PROGRAMMING COACH

Climb Iowa Youth Programming Coaches are held to a high standard, as they are the main influence in helping to shape and guide the next generation of Climb Iowa climbers. Coaches will work any or all of the following: Recreational or Competitive Climbing Team practices (up to the discretion of Head Coaches), Guided Experience Youth Program, or Climb Iowa Camps during seasonal periods. Individuals who are positive, curious, upbeat, and dedicated to climbing will enjoy and excel at this position. The ideal employee will embody the Climb Iowa Purpose statement; **to offer exceptional experiences by letting our passions motivate our actions.** Specifically, Climb Iowa Coaches are qualified climbers who are expected to help develop our youth customers, both as individuals and climbers.

RESPONSIBILITIES OF YOUTH PROGRAMMING COACHES

- Give your full attention to climbers participating in Climb Iowa Team practice.
- Adhere to instructions from Head Coach and ask questions when necessary.
- Assist in leading climbing team practices when the Head Coaches are not available.
- Maintain a well-organized and efficient climbing team practice by:
 - Starting practice on time
 - Transitioning through activities on time
 - Maintaining focus of the youth team on climbing
 - Ending practice on time
- Take initiative to gather climbers, enforce rules, and transition through activities.

- Enforce Climb Iowa Team expectations, rules, and consequences.
- Address negative behavior with assertiveness and understanding. Seek assistance from Head Coach when needed.
- Monitor the floor by checking the following: harnesses, knots, belay skills, rules violations, etc.
- Perform all necessary double checks while belaying.

EXPECTATIONS OF YOUTH PROGRAMMING COACHES

- Offer an exceptional experience by creating a positive and welcoming environment for all climbers.
- Be a stellar resource of climbing knowledge for the youth team.
- Treat all youth team climbers fairly and with respect.
- Follow all employee and gym rules while in the facility, whether working or not.
- Maintain professional conduct.
- Be communicative with the Head Competition Coach and Head Recreational Coach regarding availability and scheduling.
- Possess an eagerness to expand your climbing expertise with the goal of becoming a more knowledgeable coach.
- Adhere to the Climb Iowa Coaches Code of Conduct.
- Adhere to the Child Protection Training.
- Put the wellbeing of the youth first.

COMMUNITY & STAFF RELATIONS

It is important to maintain a positive and engaged mindset towards Climb Iowa and our climbing community. Youth Program Coaches have direct and extended interaction with youth climbers and their families, who are all foundational pieces of our community. Youth Program Instructors are a representation of Climb Iowa to our community and must conduct themselves accordingly.

AVAILABILITY

Scheduling and availability will vary and will be assessed as facility and programming needs change. **Weeknight availability on Monday, Tuesday, or Thursday required.** Some weekend availability preferred. **All coaches must work a total of 8 hours every 2 weeks to receive job perks, listed below.**

All availabilities and time-off requests will need submitted 2-weeks in advance to adhere to and work with our scheduling needs.

JOB REQUIREMENTS

- Works well with children.
- Willing to learn more about climbing and coaching.
- Must be Belay certified.
- Must be Lead certified (or willing to become Lead certified).
- Must be confident in leadership roles.
- Must be a positive role model.

JOB BENEFITS

- A positive work community and environment to foster and grow love of climbing and its community.
- Free membership for all employees and spouses.
- Gear, merchandise, and food discounts in-store and from all our vendors.
- Free Staff Pass each month.

HIRING PROCESS

Please fill out a *Grimes Application* on our website, with the job title selected as *Youth Programming Coach*. All questions regarding the position can be sent to team@climbiowa.com.