



Team Coach

Job Purpose Summary

In accordance with Boulders Climbing Team’s core values, all Team Coaches will, to every extent possible, prioritize physical, mental, and emotional wellbeing of all athletes ahead of any short-term gains. Team Coaches will instruct with the ultimate goal of facilitating a sustainable, injury free, and life-long relationship with climbing.

All Team Coaches will report to the Lead Coach of their respective team and the Team Coordinator. Any accidents, injuries, and/or social emotional concerns brought to or witnessed by the Team Coaches will be reported to the Lead Coach in a timely fashion. Team Coaches will have the opportunity to build curriculum development and leadership skills alongside Lead Coaches and Team Coordinator.

Employment Status

Part time (Hourly)

Hourly Rate

\$16+

Core Responsibilities and Expectations

- During Practice
 - Create and maintain a safe, inclusive, and positive environment
 - Embody BCT mission and core values
 - Facilitate instruction
 - Model best behavior in soft skills and safety practices
 - Help athletes maintain focus on the task at hand
 - Assist athletes in goal-setting and self-reflection
 - Help enforce rest for injury prevention and/or injured athletes
- Outside of Practice
 - Be available for occasional scheduled competition shifts that may require travel
 - Self reflect and work on any blindspots or biases that may affect work with youth
 - Ask questions, meet and debrief with

Guiding Principles

- Facilitate process-based goal setting
 - Encourage athletes to see the value in their processes (training, the act of competition, etc) alongside their outcome based goals (nationals, send v8, etc)
- Encourage internal motivation
 - Help athletes identify and capture what motivates them, rather than enforcing external motivation, when possible
- Allow for mistakes, off-days, and kids being kids
 - While we strive to maintain focus, progress, and dedication, we recognize that youths’ lives are complex and often challenging, and we will honor the needs of our athletes’ day-to-day.
- Exemplify respect
 - Coaches' words and actions have a huge impact on youth brain and identity development.

the Lead Coach, and strive to facilitate a structure of support for athletes throughout BCT

- Respect pronouns, identity, and emotional needs, and require athletes to do the same.

Job Requirements

BCG will fund and facilitate the acquisition of required certifications as applicable.

- SafeSport Coaching certification
- FirstAid/CPR certification
- Instructional competencies in the following areas:
 - Top rope (belaying, knot tying, best practices)
 - Bouldering (injury prevention, technical skill)
 - Lead (belaying, climbing, best practices, preferred)
 - Climbing movement (basic terminology and technique)

Benefits

- Free Boulders membership
- Access to industry pro deals
- Ability to work in a supportive, encouraging environment
- Opportunities for paid professional development and growth
- Free or reduced price access to other climbing gyms (gym specific)