



Associate 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 youth with the ultimate goal of facilitating a sustainable, injury free, and life-long relationship with climbing.

All Coaches will oversee and facilitate the development of the athletes on their team, and will report to the Lead Coach of their respective team. Coaches will be responsible for managing groups of children ranging in age from 8 to 18, depending on the assigned team, and assisting the Lead Coach in running practices, instructing climbing, and ensuring all participants adhere to the requisite rules and safety protocols.

Employment Status

Part time (Hourly)

Hourly Rate

\$16+

Core Responsibilities and Expectations

- During Practice
 - Create and maintain a safe, inclusive, and positive environment
 - Help run practice, including individual and group instruction, assisting in setting up and taking down drills, and working with athletes at various skill levels
 - Embody BCT mission and core values
 - 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
 - Support athlete development through feedback and intervention, as necessary
- Outside of Practice
 - Be available for occasional scheduled competition shifts that may require

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.

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- travel (team dependent)
 - Self reflect and work on any blindspots or biases that may affect work with youth
 - Ask questions, meet and debrief with the Team Coordinator, 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 (usually acquired after hire)
- FirstAid/CPR certification
- Prior experience coaching (preferred)
- Instructional competencies in the following areas:
 - Top rope (belaying, knot tying, best practices)
 - Bouldering (injury prevention, technical skill)
 - Lead (belaying, climbing, best practices, team dependent)
 - Climbing movement (terminology and technique)

Benefits

- Free Boulders membership
- Access to industry pro deals
- 30% discount in Boulders Pro Shop
- Deeply discounted “family and friends” membership to share
- 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)