



Lead 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. Lead Team Coaches will instruct with the ultimate goal of facilitating a sustainable, injury free, and life-long relationship with climbing.

All Lead Coaches will oversee and facilitate the development of the coaches on their team, and will report to the Head Coach/Team Coordinator. Lead coaches will be responsible for the curriculum development, oversight, and management of their team and will assist the Team Coordinator in scheduling and other logistics. This position is hybrid, with some paid back-end admin work and additional in person coaching work.

Employment Status

Part time (Hourly)

Hourly Rate

\$17+

Core Responsibilities and Expectations

- During Practice
 - Create and maintain a safe, inclusive, and positive environment
 - Lead practice, including setting up and taking down drills, explaining core concepts, and assisting other coaches in task management.
 - 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
 - Support coach development through feedback and intervention, as necessary.

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

<ul style="list-style-type: none"> - Outside of Practice <ul style="list-style-type: none"> - Create practice plans and curriculum for your team - Delegate and coordinate travel to relevant competitions - Be available for occasional scheduled competition shifts that may require 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 	<ul style="list-style-type: none"> identity development. - Respect pronouns, identity, and emotional needs, and require athletes to do the same.
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Job Requirements

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

- SafeSport Coaching certification
- FirstAid/CPR certification
- USAC Level I coaching certification (team dependent)
- Strong organizational and communication skills
- Prior experience coaching climbing
- Instructional competencies in the following areas:
 - Top rope (belaying, knot tying, best practices)
 - Bouldering (injury prevention, technical skill)
 - Lead (belaying, climbing, best practices)
 - 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)