



- **Job Title:** Head Competitive Team Coach
- **Location:** San Francisco (Mission Cliffs & Dogpatch)
- **Travel Required:** Yes
- **Salary range:** Dependent on experience
- **Position type:** Part time
- **HR Contact:** Nicole Moffatt
- **Manager:** Zach Wright
- **Applications sent to:** zach@touchstoneclimbing.com
- **Application subject line:** Coaching position SF

**Job Summary:** The role of Head Competitive Coach entails two primary duties: developing and coaching a competitive team that is competitive at the national level, and assisting in overseeing the team program as a whole at your gym location.

**Hours:** As a Head Competitive Team Coach for your gym location, you will be expected to perform various duties outside of just running practices. In general, administrative duties should amount to 6 or fewer hours per week. There will be cases when you will need to exceed this number of hours (e.g. for special team projects or circumstances), which will be at the discretion of the Team Director.

### **Responsibilities**

- Show up on time and ready to work. Be consistently available to attend all team practices and most competitions.
- Create and implement training curriculum for the Competitive Team.

- Oversee safety of team climbers during training and manage impact of the team training on gym members.
- Collaborate with assistant competitive team coaches and solicit feedback on program improvements.
- Create (or contribute to) training materials for team (goals sheets, training logs, etc.)
- Consistent with communication with team parents about team scheduling (competitions, practices, team events, etc.) and individuals (behavioral issues, performance updates, etc.)
- Consistent communication with team director (Zach Wright) about program quality and development.
- Collaborate with coaching staff from Recreational and Intermediate Teams to effectively move climbers through the program, identify candidates for Comp Team, structure curriculum to be consistent across all teams, ensure quality of program at all levels.
- Work with gym manager, Team Director to interview and train new coaching staff at your location.
- Manage team waitlist and collaborate with Recreational, Intermediate Team coaches to set up tryouts for your gym location.

### **Job Skills and Qualifications**

- Passion for working with children and facilitating their growth as climbers and people.
- Safety-conscious approach to work.
- Empathetic, age-appropriate approach to teaching and communication with children.
- Ability to teach rock climbing and competition skills to a wide range of ages and ability levels.
- Knowledge of USAC competition format and rules.

## **Physical Requirements**

- Ability to effectively top-rope and lead belay children of all ages
- Ability to effectively and appropriately spot children of all ages while they are bouldering.
- Able to stand continuously for the duration of a practice (3 or more hours).
- Able to stand for the duration of an entire practice.
- Able to belay for extended periods of practice as needed.
- Ability to effectively and appropriately spot climbers during bouldering activities.
- Bending at the waist and neck, sitting, kneeling, laying horizontally, climbing.
- Able to demonstrate and physically train exercises (e.g. push ups; pull ups; V-ups; etc.) with proper form and regard for safety.

## **Appearance, Attitude, and Skills**

- Wear a Team Touchstone coaching shirt or Touchstone logo wear while coaching.
- Show up on time and ready to work.
- Maintain a presentable and clean appearance.
- Adhere to the Touchstone standards for customer service in all interactions with team climbers, parents, and gym members. Be courteous, professional, and non-defensive with all gym users and guests.
- Adhere to the Touchstone Coaching Code of Conduct in all interactions with team climbers.
- Be able to communicate and teach children of a wide range of ages and skills. Able to communicate and teach in a manner that is fun, engaging, effective, and age-appropriate.
- Ability to observe climbers of all ages and abilities and give constructive, effective feedback on their climbing technique and performance.
- Ability to belay (top rope and lead) and spot climbers (bouldering) in accordance with Touchstone belay standards and with regard for the general safety of the climber.
- Ability to teach physical training exercises (e.g. push ups; pull ups; V-ups; etc.) with proper form and regard for safety.
- Communicate clearly and in a timely manner with supervisors and coworkers.
- Self-motivated to stay on task during work.

## **Administrative:**

- Keeping climbers/parents informed on Comp Team practice schedules, competition schedules, performance, behavior issues, etc.
- Managing and tracking USAC registration, team affiliation, competition attendance.
- Communicating with gym management to ensure that the team program doesn't adversely impact their gym, gym users, or staff.
- Consistent communication with Team Director on matters relating to training, program development and quality, incidents occurring at team or involving team climbers.
- Develop training programming for Competitive Team.
- Create team materials (goals sheets; training logs; etc.) for Comp Team members.
- Collaborate with coaching staff from Recreational and Intermediate Teams to effectively move climbers through the program, identify candidates for Comp Team, structure curriculum to be consistent across all teams, ensure quality of program at all levels.
- Identify climbers on lower level teams who are good candidates for the Competitive Team. Working with their coaches and parents to facilitate moving through the team program.
- Contribute to special team projects as necessary (e.g. mock Regionals; extra practices; team trips; etc.)
- Assist in managing team RGP accounts (if coach has an RGP pin) including: ensuring dues are set correctly; membership status is correct; addressing billing issues in a timely manner; ensuring rosters are accurate and full; tracking attendance; etc.
  - Note: not all Competitive Team coaches will be given an RGP pin. For coaches without a pin, coordinate with the Team Director and/or gym manager to address RGP issues as needed.
- Clean up work areas before leaving the gym.

## **Coaching**

- Consistent attendance at Competitive Team practices. Keep training fresh, challenging, fun, and of a caliber that enables climbers to reach the National level of competition.
- Arrive each day with a concrete plan for practice. Effectively and clearly communicate the plan for each day to all team climbers.
- Creating thoughtful climbers who can think, climb, and compete for themselves.
- Emphasizing personal growth through practice. Integrating themes about growth mindset; learning and mastery-based approach to training; developing confidence and a positive self-image; commitment and dedication; and the value of teamwork into practices.
- Address competition-specific movements and tactics.

## **Competitions**

- Must attend all local competitions at which your climbers (from your home gym) are competing. Exception for attendance if an Assistant Competitive Team Coach from your gym location can attend the competition in your place, or by approval from Team Director.
- Must attend Regionals (provided you have climbers who qualified). Attendance at Divisionals and Nationals are at the discretion of the Team Director.
- Head Competitive Coaches have the option of becoming a USAC certified coach so that they can enter ISO at championship events.

**Disclaimer:** This is only a summary of the typical functions of the job, not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties. The responsibilities, tasks, and duties of the jobholder might differ from those outlines in this job description and other duties, as assigned, might be part of the job.