

CAREER OPPORTUNITY ANNOUNCEMENT

REGIONAL ASSISTANT DIRECTOR OF PROGRAMS

BAY AREA, CA



El Cap is one of the largest operators of indoor climbing facilities with 11 gyms in 5 states under the brand names of either Earth Treks or Planet Granite. We're expanding and looking for motivated individuals interested in growing with our company. When our team members aren't outside adventuring or training in the gym, they are sharing their passion for climbing with our amazing members. Presently, we can be found in greater Washington D.C., San Francisco, Denver, Baltimore and Portland.

POSITION OVERVIEW

The Regional Assistant Director of Programs (RAD of Programs) will oversee climbing education and programming in their region. They will ensure that a positive, inclusive vibe is instilled from the top down and that our teams are working together to provide the best climbing programming and instruction in the industry.

The RAD of Programs will work closely with the Senior Director of Route Setting & Programs and the region's Gym Directors to identify the goals and vision for the gym's programming and education.

PRIMARY DUTIES & RESPONSIBILITIES

- Partner with the Senior Director of Route Setting & Programs to implement a vision and structure for all gyms. You are tasked to deliver, grow and maintain high quality youth & adult programs in the area.
- Utilize an Assistant Director of Instruction or designated Head Coach to aid with program management.
- Help create a consistent product and update all educational classes used across both brands in our Youth & Adult Programming.
- Provide an organized system on the back end plus model in-the-field to support during times of need.
- Regularly shadow programs throughout the year; providing direct feedback to the instructor/coaches on class structure.
- Work with the Director teams to ensure proper staffing levels, program consistency, and instructor evaluation happens in your area to offer best in class climbing experience for our guests.
- Oversee all programming operations including hiring/training/supervision of coaches, program development, and administrative team responsibilities (parent communications, tryouts, event/competition mgmt, etc).
- Oversee "Train the Trainers" sessions as necessary.
- Direct all summer camp programming, including program development, hiring/training/supervision of camp team members, state compliance, and pre-season prep.
- Assist in the management of events, initiatives, or projects on the El Cap level as needed.

QUALIFICATIONS

- Embraces our Mission and Core Values and can foster this sense of culture in all team members.
- Demonstrated excellence in customer service and communications skills.
- Solid computer skills (web-based applications, Word, Excel, POS applications).
- Strong attention to detail and ability to manage multiple projects.
- Dependable, self-motivated and able to work independently.
- Flexible schedule: Able to work weekends and nights, longer days and events as needed to support coaching and instructional team members.
- Ability to travel within the area and must be based in the San Francisco area.
- A strong value on collaboration and working as a team.
- Strong ties within the climbing community and the ability to leverage those relationships to build a strong community in the gym.
- 4 years of climbing programming experience.
- 2 years of experience managing a climbing program.
- Understanding of climbing movement and ability to climb in the advanced ranges.
- Ability to work in a dynamic setting with a mindful approach to finding solutions with your team.

ADDITIONAL INFORMATION

This position is a full-time, exempt position with paid time off, health insurance benefits, 401k, as well as other benefits including gym membership.

El Cap is an Equal Opportunity Employer encouraging diversity in the workplace. All qualified applicants will receive consideration for employment without regard to race, national origin, gender, age, religion, disability, sexual orientation, veteran status or marital status.

FOR CONSIDERATION

Please email a cover letter and resume to:

Justen Sjong

SENIOR DIRECTOR OF ROUTE SETTING & PROGRAMS

Justen.sjong@el-cap.com