

CAREER OPPORTUNITY ANNOUNCEMENT

GYM DIRECTOR

MULTIPLE LOCATIONS, CALIFORNIA



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 staff 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.

We are currently looking to fill 3 Gym Director roles in California:

- We are looking to fill the Gym Director role for our existing Sunnyvale location. Sunnyvale is a full-service gym with 28,000 sq ft and ~90 team members. This position will report to the Area Director of Gym Operations and will start immediately.
- We plan to open a bouldering gym located in Santa Clara. This gym is 30,000 sq ft and we expect to have ~50-70 team members. The anticipated start date for this position is July 1st, 2019. This position will report to the SVP, Gym Operations.
- We plan to open a bouldering gym in Fountain Valley. This gym is 30,000 sq ft and we expect to have ~50-70 team members. The anticipated start date for this position is July 1st, 2019. This position will report to the SVP, Gym Operations.
- Based on these openings, we expect to have some internal movement which may lead to additional director openings.

JOB SUMMARY

The gym leadership team is comprised of the Gym Director and Asst. Directors. As a team, they are primarily responsible for ensuring that the gym functions smoothly, all team members are supported and upholding our Core Values and that we are providing an excellent customer experience.

The Gym Director will report to the Sr VP of Gym Operations or the Area Director depending on location. They will work with this person to establish goals for the gym and use them as a resource for the growth of their respective gym.

The ideal candidate will have a balance of great customer service and leadership skills, as well as excellent administrative abilities. Proven success in developing and managing a high performing team in a fast-paced environment and the ability to see the big picture as well as the everyday details are essential to being a successful gym director. We're looking for someone who can be part of a highly collaborative team, but also think and execute independently.

JOB RESPONSIBILITIES

- Provides leadership and direction to all climbing center staff in alignment with our mission and values.
- Recruits, hires, develops and mentors service-oriented, collaborative, passionate team made up of gym leaders, front desk and event staff, coaches and yoga & fitness instructors.
- Manages the overall facility including maintenance, cleanliness, routes, retail, programming and community events.

- Initiates and implements processes, protocols and procedures to ensure the gym runs in an effective and service-oriented manner while meeting financial, company and gym goals.
- Ensures the team is supported and through them, the gym runs smoothly: all administrative needs are met and all team members are trained and supported, and our members and guests' experience is awesome.
- Works proactively to build relationships in the community to drive membership growth and retention.
- Leads by example and has a presence in the gym and within our community

JOB REQUIREMENTS

- Prior experience managing a gym/fitness-oriented facility including direct supervision of a large staff.
- Knowledge of climbing center operations including retail, routes and programming.
- Demonstrated relationships within the climbing community and the ability to leverage those relationships to build a strong community in the gym.
- Embodies the mission and values and is able to foster this sense of culture in all staff.
- Ability to work weekends and nights, longer days and events.
- Ability to build a strong staff community and develop future leaders.
- Ability to work independently and juggle competing priorities.
- Ability to solve problems and handle difficult situations with sound judgment.
- Proficient in organizational tools such as web-based applications, MS Office and POS tools.

ADDITIONAL INFORMATION

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

TO BE CONSIDERED

Please email a climbing and industry specific resume and cover letter including location preferences by Friday, May 3, 2019 to:

jobs@el-cap.com

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.