

## Freelance Climbing Instructors / Coaches

### Overall Purpose

Boulders exists to inspire and help people get into climbing and take their climbing further. Our passionate team of instructors are on hand to inspire our customers at every point in their climbing journey. Be it their first climbing experience, learning the next set of skill to take their climbing further or encouraging them to get more from our facility or the wider world of climbing.

The main activity is the provision of high quality climbing sessions that make the sport accessible and fun to everyone regardless of ability. The second is to help customers understand the next step they can take in their climbing journey and finally to help out across the facility and company to grow and improve everything we do at Boulders.

Our freelance team add valuable additional skills to Boulders and our community. As a freelance instructor or coach you can contribute through:

- Demonstrating the industry standards of professional conduct and quality climbing provision to our core team
- Offer valuable wider industry experience that can help to educate and inspire our core team
- Help Boulders during exceptionally busy periods or when team are away on climbing adventures!

### Relationships:

- Reports to Full Time Senior Instructor and Senior Admin
- Close liaison with other Senior Instructors, Senior Admin staff, Head Coach, and Cafe Manager.
- Long term mentoring of designated part time and casual instructors.

### Salary Range

#### Level 1, £8 ph:

CWA or SPA assessed

#### Level 2, £10 ph: one or more minimum

FUNdermentals / Foundation Coach / CWLA (t)

#### Level 3, £12 ph: One or more minimum

CWLA / MIA / Development Coach

### Hours:

Freelance contractors act as independent contractors. Work will be advertised and made available via an online system where you can self manage your availability. Any work conducted will be invoiced by the contractor on a monthly base and paid 30 days from invoice being received. You will be responsible for all your own tax liabilities and the provision of your own equipment.

### Duties and responsibilities

- Deliver the full suite of climbing products offered by Boulders. Including Give it a Go sessions, bouldering, lead climbing, adapted climbing, NICAS, and floor walking. Include working with children and adults.
- Actively engage with our community to promote the world of climbing and the activities of Boulders.
- Contribute feedback and ideas to further enhance Boulders' long term mission.
- Actively work with our team and colleagues towards achieving long term Boulders goals and mission.
- Act as a role model for more junior instructors aspiring to become professional freelance

instructors.

- Proactively seek to ensure Boulders is portrayed as a fun, smart and professional organisation.
- Engage with all centre users in a friendly, enthusiastic and professional manner.
- Aim to be as efficient with time and resources as possible whilst maintaining high standard of customer engagement.
- Ensure the centre is clean and tidy and all relevant facilities checks are completed.
- Deal with accidents, incidents and near misses as they arise.
- Report or resolve maintenance issues.
- Any other duties as required.

### **Post Holder Specification**

Essential:

- At least two years experience of the full range of climbing instruction. This experience should include working with children and adults.
- Climbing Wall Award or Single Pitch Award minimum.
- An active and enthusiastic rock climber, indoors and outdoors.
- A passion for all things climbing and for introducing the world of climbing to others.
- Excellent customer service skills.
- Current First Aid Certificate (16 hours minimum)
- Clean DBS check.
- Clean driving licence.

Desirable:

- Experience in a busy climbing wall.
- BMC FUNdermetals 1 or 2
- Foundation Coach and/or Development Coach Award.
- Climbing Wall Leading Award or higher.
- Route setting experience.
- Practical building maintenance skills and qualifications.
- Welsh language.