

# CLIMBING DIRECTOR

**Job Title: Climbing Director**

**Department: Climbing**

**Reports to: Program Director**

**Salary Grade: 5**

**JOB PURPOSE:** The Climbing Director has responsibility for all activities at the Climbing Tower, the Zip Line, and the Paul Bunyan Spar Poles.

**JOB DUTIES:** The Climbing Director oversees all program activities where the participant's feet could be more than 6 feet off the ground. They have a primary focus on safety, but also ensure the activity complies with National Standards and is fun for the Scouts. They ensure the Climbing and Cycling Merit Badges have a solid weekly program syllabus (based on Merit Badge requirements) and a written lesson plan for each day (how they intend to teach Climbing Merit Badge that day). The Climbing Director is a positive role model for all Staff, Unit Leaders, and Scouts. In addition, they are responsible for (1) explaining & enforcing Camp and specific Climbing policies & procedures, (2) training competent staff, using Climb On Safely & a written Climbing Staff Training & Assessment Plan, (3) examining all equipment & ropes for signs of wear or damage before & after each session, (4) maintaining a written log of all equipment & ropes, including purchase date, date first used, any unusual stresses, and retirement criteria, (5) ensuring clothing, head protection, environment, connections, and knots are double-checked in any belayed events, (6) providing direction, focus, motivation, and encouragement for direct reports, (7) completing weekly written evaluations on the effectiveness of all Climbing Staff, including sharing feedback for improvement, (8) collecting written Staff reports, including year-end inventories and needs lists, at the end of Camp, (9) maintaining Climbing Advancement Records, including Merit Badge Blue Cards, and (10) other duties assigned by the Camp Director.

**BACKGROUND/EXPERIENCE:** Must be at least 21 years old and have at least 3 years of progressively responsible ISR job-related or equivalent experience. Must have a safety-first mentality. Excellent interpersonal skills are required to deal with sensitive issues, develop others, and persuade others to take specific actions. Significant experience leading Climbing-related programs is highly desirable. Must be full-time as Climbing Director (no other duties). Requires a thorough understanding of ISR policies & procedures and a commitment to live by the values of the Scout Oath & Law. Must be willing to become a registered member of the Boy Scouts of America upon accepting a position. Must also be Unlawful Harassment Prevention trained, Youth Protection trained, and Hazardous Weather trained., and National Camp School certified as a COPE or Climbing Director (within the last 5 years).