



**APPALACHIAN STATE UNIVERSITY**  
**University Recreation (UREC)**  
**Climbing Gym Instructor**

The **Climbing Gym Instructor** is primarily responsible for providing a safe, inclusive and welcoming environment for all users of the wall through instructing belaying clinics, lead climbing clinics, and route setting clinics. UREC places emphasis on educating users on safe and effective climbing practices. Staff strive to provide an atmosphere and environment that welcomes all climbers: beginner to expert. UREC seeks staff who have experience in climbing and are excited to share their knowledge with others. Those who do have basic climbing and belaying skills will have the opportunity to grow their knowledge as they help others grow.

**Supervisor:** This position reports directly to the **Coordinator for Outdoor Programs**.

**Hours:** The **Climbing Gym Instructor** staff will work on-demand based on when clinics are scheduled, and participants are registered. (Can work up to 20hrs a week)

**Salary:** \$10.50 per hour.

**You will succeed at UREC if you are committed to:**

- Explore to find the best of you
- Bring your positive and constructive attitude
- Connect with others
- Be a team player
- Embrace and inspire an inclusive, vibrant, active, and healthy community
- Work in a flexible schedule that may require some evenings, weekends, and designated holidays

**Join our team**

Appalachian State University (App State) invites interested applicants for the position of **Climbing Gym Instructor** to become a part of the University Recreation (UREC) team as we facilitate an environment where recreation and wellness opportunities transform, engage, and care for the App State community.

**Who we are**

UREC fosters healthy lifestyles for lifelong wellbeing. You will join a UREC team that is creating an exciting environment, values collaboration, innovation, and inclusion, and is welcoming to all App State students, faculty and staff. We are creating a risk-taking workplace that supports the voices and contributions of employees at all levels, listens, and responds to our community. At UREC we believe in a UREC community with opportunities for everyone, with everyone. Learn more about us from [our website](#).

**Responsibilities include, but are not limited to:**

- Facilitate Belay Clinics, Lead Belay Clinics, Lead Climbing Clinics, Climbing 101 Clinics, and Route Setting Clinics.
- Facilitate adaptive climbing clinics and events.
- General maintenance of the facility including general organization and inspection of equipment, inventory, and cleaning.
- Monitor the use of the climbing wall ensuring that all patrons adhere to policies, procedures, and safety guidelines.
- Be properly equipped to provide a belay and perform a rescue at all times while on duty. (includes wearing a harness and having immediately accessible 2 carabiners, GriGri, prusik/ascender, double length runner).
- Promote a safe and equitable environment for all participants.
- Complete Near Miss/Incident Reports as necessary.
- Contact a Facility Supervisor in a timely fashion for emergency situations.
- Maintain supervision ratio of 1:4.
- Maintain a “big picture” perspective while working with individual climbers.
- Be on time with arriving and departing from your scheduled clinics.
- Be able to complete tasks efficiently and without close supervision.
- Other duties as assigned.

**Required qualifications:**

- By first clinic staff should be able to:
  - a. Demonstrate proper belay technique with a GriGri and ability to recognize and correct improper belay technique
  - b. Ability to climb routes with a rating of 5.7 or greater
  - c. Ability to properly put on a harness and tie a Figure 8 Follow Through
  - d. Ability to teach to various learning styles; belaying, tying various knots, climbing, route setting, and lead climbing.
- CPR/AED, First Aid Certification or ability to obtain within 21 days of first day of employment (UREC will provide this training upon hire)
- Has worked a minimum of 1 semester as a Climbing Gym Operator.
  - a. Exception – Has worked in a similar role at another gym for a minimum of 5 months.

**Condition of Employment:**

- Attendance at Staff Training and Staff In-services
- Available to work up to seven days per week and have flexibility for morning, afternoon, evening, and weekend shifts.
- Ability to complete Climbing Gym Instructors Competency Checklist prior to first clinic
- Ability to manage risks at the wall including monitoring individuals, small groups, and the “big picture”
- Climbing Gym Instructors staff must abide by all University Recreation policies and procedures on and off the clock.

**We are committed to facilitate your learning journey and create unique opportunities for your career and self development in the following areas\*:**

- Self-awareness
- Communication
- Critical Thinking
- Equity, Diversity, and Inclusion
- Leadership
- Professionalism
- Teamwork
- Health & Wellbeing

\* Reprinted courtesy of the [National Association of Colleges and Employers](#)

**How to apply:**

- To apply for positions, please visit our [website](#).
- If you would like to speak with someone about employment opportunities, please call (828) 262-8411 or email [norrisjw1@appstate.edu](mailto:norrisjw1@appstate.edu).

Please be aware that to be eligible for student employment with UREC, you must be a current student enrolled at Appalachian State University and in good academic standing.

**Office of Disability Resources Accommodations:** Appalachian State University is committed to providing an inclusive experience, accessible learning [and working] environments and equal opportunity to individuals with disabilities in accordance with the Americans with Disabilities Act and Section 504 of the Rehabilitation Act. Individuals needing reasonable accommodations should contact the Office of Disability Resources (828) 262-3056 or [odr.appstate.edu](http://odr.appstate.edu).

**AA/EEO Statement:** Appalachian State University is an Affirmative Action/Equal Opportunity Employer. The University does not discriminate in access to its educational programs and activities, or with respect to hiring or the terms and conditions of employment, on the basis of race, color, national origin, religion, sex (including pregnancy), gender identity and expression, political affiliation, age, disability, veteran status, genetic information or sexual orientation.

\* This position is available for Federal Work Study \*