



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

TITLE: Climbing Wall Instructor
STATUS: Part-time, Non-exempt
REVISED: Sep-25

DEPARTMENT: 13-Youth Programs
REPORTS TO: Youth Program Director
BRANCH: Pabst Farms

POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit committed to strengthening community through youth development, healthy living, and social responsibility. This position will facilitate climbing wall programs while assuring safe conditions for all participants and spectators.

QUALIFICATIONS:

- Must be at least 18 years of age.
- Indoor climbing experience, preferred.
- Willingness to attend meetings, training, and obtain additional certification as requested.

PHYSICAL DEMANDS:

Ability to perform all physical aspects of the position; including walking, standing, bending, reaching, and lifting. Individuals in this position may be subject to loud facilities.

ESSENTIAL FUNCTIONS:

- Maintain safe climbing conditions by enforcing wall rules and procedures.
- Provide energizing, fun, safe, and educational group/individual experiences to accomplish the mission and goals of the Y.
- Maintain records, usage logs, and other documentation as assigned.
- Clean and maintain department equipment and facilities as assigned.

YMCA COMPETENCIES (Leader):

Advancing Our Mission & Cause

- Recognizes and articulates that the Y is a not-for-profit, charitable organization committed to serving the entire community.
- Serves others by intentionally welcoming, connecting, and supporting them, and inviting them to get involved and give back to the community.
- Tells the Y story in regular interactions with members.

Building Relationships

- Develops and maintains positive relationships with volunteers, members or program participants, and colleagues at all levels of the organization.
- Responds to the individual needs of the other person.

- Embraces all dimensions of diversity (i.e., ability, age, culture, ethnicity, faith, gender, income, national origin, race, religion, sexual orientation, socio-economic status, etc.) by treating all people with dignity, compassion, and respect.
- Creates a safe environment in which others feel welcome and respected.

Leading Operations

- Has the functional and technical knowledge and skills to do the job at a high level of accomplishment.
- Serves with purpose and passion.
- Delivers a high-quality experience to members, participants, or project teams.

Developing & Inspiring People

- Supports members, participants, or project teams in achieving their goals.
- Reflects on and learns from successes and mistakes.
- Solicits and is open to informal learning opportunities to gain insight (e.g., performance feedback, coaching, and stretch assignments).

DISCLAIMER:

Other duties may be assigned to this position at the discretion of the reporting supervisor.
Performance evaluation, based on essential functions and competencies, will be conducted annually.

By signing this description, I acknowledge that I possess all qualifications stated and am **able / unable** (circle one) to perform all essential functions without special assistance.

Employee Signature

Date