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### Job Title: Head Climber

**Department:** Program  
**Reports To:** Program Director  
**FLSA Status:** Seasonal Exempt  
**Location:** Cedar Rock & Table Rock  
Basecamp  
**Supervision:** Climbers

#### Summary:

The Head Climber is responsible for the oversight and safety of all climbing and ropes course activities delivered on courses and leadership support at the base to assure the delivery of the NCOBS mission. The Head Climber reports directly to the Base Camp Program Director and the Chief Climbing Instructor.

#### Essential Duties and Responsibilities:

- Lead and manage the Climbing Specialists working out of the base.
- Organize and facilitate climbing related trainings hosted at base.
- Act as the advocate and coach for the Climbing Specialists and provide direct performance & developmental feedback to them.
- Implement professional development opportunities for climbing staff and instructional staff interested in being checked off as a climbing specialist.
- Collaborate with the Program Director (PD) relating to the day to day management of the climbing program and staff, and ensures consistent communication with basecamp leadership and field staff.
- Work with PD on specific current projects.
- Schedule climbing blocks, activities and climbing staff.
- Develop relationships with other users and post base climbing Calendar on the PCCA Website.
- Provide climbing brief for Pre-course.
- Collect information from course end debriefs.
- Monitor, maintain and repair all ropes course and climbing structures (including bolts).
- Monitor the performance of the climbing program and climbing incident reports (IR) at the base. Update the CCI and PD on current incident reports.
- Manage and maintain the equipment and supplies of the Climbing Program.
- Complete monthly ropes course inspections & climbing hut inventories.
- Deliver climbing instructional days on course.
- Fill responsibilities as a senior base camp staff including being on-call.
- Stay abreast with industry associations and standards.
- Provide support in additional tasks as necessary.

#### Working Conditions:

- Must be able to lift 75 pounds and participate in vigorous to moderate physical activity including but not limited to climbing and camping in the field.
- Irregular work hours as necessary.

#### Qualifications:

- Minimum two years experience working as an NCOBS climber specialist.
- AMGA top rope certification preferred.
- Current CPR and WFR certifications.
- Thorough understanding of the NCOBS climbing policies and procedures.



- Self-motivated and has the ability to work autonomously.
- Proven organizational/management skills, and the ability to work in a fast paced environment.
- Ability to work under stressful circumstances.
- Strong leadership skills and the ability to be flexible in response to changing needs.
- Good writing/computer skills and strong communication abilities.
- Experience supervising personnel in working toward a common goal.
- Cooperative attitude and adaptability a must.
- Strong understanding of Outward Bound methodology.

### **Compensation and Benefits:**

- Per-diem rate based on NCOBS pay matrix for both administrative and climbing work.
- 5 month contract, based on a minimum of 104 days. April through September annually.
- Access to additional seasonal benefits.
- Pro-purchase.
- Room and board during agreement.

### **Application Instructions:**

Qualified applicants should send a resume and letter of interest to Alyse Ostreicher, 2582 Riceville Road, Asheville, NC 28805 or [aostreicher@ncobs.org](mailto:aostreicher@ncobs.org). This position will stay posted until filled.

*North Carolina Outward Bound strives to build a diverse and supportive community. We welcome and respect diversity of background, experience, identity, and opinion in our staff. We embrace people of any race, color, sex, age, socioeconomic class, sexual orientation, national origin, gender identity, ethnicity, religion and family make up.*