

Job Description: Head Routesetter

Hours: Full Time Salaried, Exempt

Compensation: DOE, starting at \$42k annually

Location: Charlotte, NC

We're opening a brand new 20,000 sq. ft. bouldering and fitness facility in the Noda neighborhood of Charlotte, NC and we are looking for a passionate, self-motivated candidate to lead our setting program.

Our new facility will provide adult and youth programming in an inclusive, community-focused experience.

IP Noda will be the third Charlotte location for the Climbing Collective; A Philadelphia-based group focused on the continued development of rock-climbing/alternative fitness facilities throughout the Eastern seaboard.

ABOUT THE CLIMBING COLLECTIVE

We're a tight-knit team of nerds, adventurers, critical thinkers, community-builders, and creative problem-solvers who are passionate about sharing our love of climbing. We come from ALL walks of life (from teaching to art to finance, from service industry to retail to law, and everything in between), and we know that it's our diversity and unique experiences that make our team great.

Our mission is to foster meaningful human connection through inspiring and inclusive climbing, alternative fitness, and community spaces. We create joyful places and pathways for climbing, fitness, and social experiences that inspire people to challenge themselves and engage in a lifestyle centered around health, friendship, and purpose.

We currently own and operate the Philadelphia Rock Gyms, which has five locations operating in the Philadelphia area, and Inner Peaks, which has two locations in the Charlotte area. We are rapidly growing and need quality employees to add to our team.

WHAT YOU'LL DO:

As the Head Routesetter, you will oversee all route setting operations for Inner Peaks Noda. Our routesetting is our product, and you will uphold the highest standards for quality and safety. You will hire and develop a setting team who all work toward the same goal; create the best climbing experience for *everyone*.

- Lead and Mentor: Lead by example and represent the setting team in a consistent and professional manner at all times. Mentorship is an essential part of this role and you must take pride in serving as the Head Routesetter
- Quality Control: Manage and oversee all route setting sessions to ensure quality, production and safety standards are met, and all duties are completed.
- Employee Development: Actively train and coach route setting team with varied assignments, feedback and regular performance reviews.
- Innovation and Implementation: Collaborate with management to develop programming and events that engage and excite customers such as: competitions, climbing leagues, experiential climbs and events/classes intended to better integrate routesetters into our greater community.

WHO YOU ARE

- A go-getter: You display a strong work ethic and positive attitude
- A people-person: You are serious about providing outstanding product and excellent communication skills
- A proactive organizer: You achieve administrative excellence through being organized, motivated, and goal-oriented
- A community builder: You have a friendly and outgoing personality, lead by example, and understand the end goal of building a truly inclusive and welcoming community
- A problem-solver: You have the ability to adapt to a constantly evolving workload, aptitude for identifying priorities in a regularly changing environment, and readiness to respond to unexpected needs

WHAT YOU HAVE

- Prior experience with route setting required.
- Prior management experience preferred.
- Ability to set and forerun up to V9+ preferred
- Able to lift heavy loads (50+lbs) and regularly complete physically strenuous labor.

WHY INNER PEAKS?

We're a fun, adventurous, hard-working (and, may we add, hilariously witty) team of people who want to share our amazing community with the world.

We have a deeply ingrained belief that you should work somewhere you LOVE because life is too short not to.

We offer:

- Competitive full-time salary
- Employer subsidized healthcare
- Paid vacation
- Bonus programs
- Free Membership for you and your partner/children
- Employee gear and merchandise discounts in-store and pro-deals with industry retailers
- Paid training
- Upward mobility: We are rapidly growing and need quality staff to promote.
- A work environment where community, respect, and balance are core values

You will be a vital member of our team and community. Hit that Apply button. We'd love to meet you.

Please apply via the online form on [the Inner Peaks Employment page](#). Candidates may also apply via email to kevin@innerpeaks.com; include "Head Routesetter Noda Application" in the subject line.

Application window closes April 30th, 2024. Position start date: Summer 2024