Climbing Specialist

Job Description

Reports To: Activities Coordinator

American Youth Foundation Mission

We dare people to discover and celebrate the very best in themselves and others; inspire them to explore diverse perspectives and complex challenges; and embolden them to live courageously, engaging their full capacity.

General Overview: The Climbing Specialist organizes and facilitates a safe, top-rope climbing program for Merrowvista's camp program.

Vision for all AYF Employees

- Show commitment to the AYF Core Values of investing in youth, enkindling inner sparks, embracing joy, belonging in community, and growing together.
- Support the organization's mission, vision, and ethics by displaying the following behaviors: Integrity, openness, and honesty, listening and understanding, giving, and receiving constructive feedback, seeking a balance between personal and professional lives, dependability, and accountability.
- Follow guidelines as described in the AYF employee handbook.

General Responsibilities

- Encourage leadership development, healthy community living, and AYF mission and values driven practices.
- Protect the safety and health of campers by adhering to community expectations and following all policies and procedures outlined in the Staff Handbook, including our alcohol-, drug-, and tobacco-free camp policy and AYF COVID-19 Staff Eligibility and Expectations.
- Be a positive role model
- Instruction in some skilled program activities
- Fully participate in and be present at all community activities
- Live with and eat meals with a village group, helping each camper to adjust to camp life together.
- Instruct campers in safety and health regulations, policies and procedures of camp and behavior.
- Be a risk manager.
- Be familiar with and apply the Four-Fold philosophy and Best Self practices to leadership, instruction and modeling while in camp.

Specific Responsibilities

- Develop and facilitate, a three-day rock-climbing interest group for campers ages 8-13, utilizing Merrowvista's climbing wall
- Conduct regular inspections of the climbing equipment to ensure it is in good condition, maintain equipment logs, and make purchasing recommendations to ensure the quality of all equipment.
- Instruct campers in climbing techniques and proper belaying. Assess campers belaying to ensure safety of climbers.
- Manage the climbing site, including instructing assisting staff in their roles. Manage any emergencies that arise during the climbing activity, including medical needs and rescues.
- Document any incidents or near-misses using Merrowvista's Incident Report Form.

- Be familiar with Merrowvista's climbing policies and ensure policies are followed. Any recommendations for changes should be made to the Director of Programs.
- Participate as a member of the Activities Team, providing support to team members as needed.
- Participate in community activities, such as Flag Raising, Evening Reflection, Night's Doings and meals and strive to model the mission and values of the American Youth Foundation
- Support a Pioneer Village (12 campers entering grades 3-6, plus two summer staff Village leaders). This includes sharing one daily meal with the Buddy Village, joining and/or facilitating occasional Village Time activities, and reading stories and helping with homesick campers.
- On occasion, assist with Ropes Course/Challenge Facilitation (if qualified).
- Complete all job functions and other duties as assigned

Necessary Skills for Success

- Be able to maintain focus for extended periods while assessing risks and supervising campers
- Ability to respond to, teach and manage the behaviors of the campers in their care
- Able to effectively manage their emotions to remain focused on what is in the best interest of the campers in their care in a variety of situations.
- Effective communication with youth participants and adult staff across a wide range of identities and backgrounds. Ability to foster positive relationships
- Ability to respond to and direct campers and/or staff in an emergency
- Ability to understand, promote, actively include, and work effectively with diverse perspectives and identities
- Ability to maintain a physically and emotionally safe environment for campers
- Thorough understanding of critical issues shaping the lives of young people in the U.S., especially racial and gender equity, inclusivity, justice, ethics, and cultural competency

Work Environment

- Position location is in Center Tuftonboro, New Hampshire at the Merrowvista campus and it is required to work onsite during summer.
- The Merrowvista site necessitates the capacity to move through rugged terrain.
- All meals and housing provided during training and program

Preferred Qualifications

- Demonstrate leadership ability and commitment to balanced personal development and excellence.
- Must be 18 or older and one year post-high school graduation experience
- Strong teaching/facilitating and leadership skills preferred
- Formal climbing experience preferred
- Previous experience working with children, adolescents and/or young adults required
- Current certification in CPR and First Aid (training available for accepted candidates)

Benefits

- Weekly pay: $500
- Specialists will receive one day off for every six days worked

Recognizing the full value of all, the American Youth Foundation affords equal opportunity for employment and program participation to all individuals based on merit and / or eligibility without regard to race, color, sex, pregnancy, sexual orientation, gender identity, familiar status, religion, national origin, citizenship, disability, age, military status, or any other basis prohibited by law.

The above statements are intended to describe the general nature and level of work being performed by the individual(s) assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required for this position. This document does not create an employment contract, implied or otherwise, other than an "at will" relationship.