

# **HEAD CLIMBING GUIDE**

## **Position**

Primary climbing & rappelling instructor of Southeast Mountain Guides in the Red River Gorge, KY.

## **Employment Information**

This position is LOCATED IN CAMPTON KY. Although the hours will fluctuate between 30-50 hours over 3-5 days per week including weekends, one can expect about 40 hours and 5 days. This position is also seasonal (March 1st through December 1st); however, we are looking to fill long-term employment (not solely one season).

## **About Southeast Mountain Guides**

Our mission is to help people who want to experience rock climbing or become rock climbers. At Southeast Mountain Guides (or “Southeast”), we believe in connecting authentically with people; therefore our crew is made up of professional, servant leaders who are hardworking team players.

We offer **Via Ferrata** (cabled climbing system), **Guided Rock Climbing**, and **Guided Rappelling** services in the Red River Gorge, Kentucky; a world-class destination for both rock climbing and hiking.

## **Position Description**

Southeast is in search of an experienced climbing instructor who is passionate about connecting with people through guiding and also passionate about serving as an integral part of our leadership team.

### **In this dynamic leadership role, the head guide would serve in the following areas:**

- Lead the majority of and the full range of our guided trips
- Mentor and develop our crew of Single Pitch Instructors (SPI) and aspiring SPIs
- Regularly communicate to & meet with Southeast leadership member(s)
- Represent Southeast by engaging in community (usually climbing-related) events

## **Position Responsibilities**

- Lead all types of climbing and rappelling services that Southeast offers to clients
  - o All styles/terrain: single pitch, multi-pitch, sport, trad
  - o All locations offered: Red River Gorge, KY; the Breaks Interstate Park, VA; Seneca Rocks, WV; Jackson Falls, IL
  - o All client profiles including *beginners*, such as families & kids seeking a fun day experience; *moderately experienced*, such as adults seeking gym to crag instruction; *advanced*, including youth from competition teams seeking route selection & beta or the traveling business person looking for a trustworthy belay partner.
- Check clients in and run a basic point of sale system
- Maintain all Southeast guided climbing and rappelling equipment
- Develop and lead 6 instructional mentorship sessions per season for Southeast crew members (mostly targeted for developing aspiring Southeast SPIs)
- Regularly meet with Southeast leader(s) on strategic growth for the company
- Represent Southeast by engaging in various community events (only about 30 hrs/season)

## **Minimum Qualifications**

- Certified to guide single and multi-pitch terrain (for example: AMGA Rock Instructor, AMGA Multi-Pitch Instructor, or equivalent)
- Wilderness First Responder certification
- Phenomenal people & communication skills including the ability to connect authentically to all types of people
- Personality that is in alignment with Southeast's core values which includes an understanding and passion for Southeast's services, mission, standard, & core values
- Ability and passion for teaching or instructing
- Ability to guide 5.11 sport and 5.9 trad in the RRG
- Must enjoy working outdoors in all weather elements
- Desire to work for multiple seasons and grow in and with the company

### **Preferred Qualifications**

- Climbing experience in the Red River Gorge, KY and the Southeast United States as a whole
- Ability to guide 5.12 sport and 5.10 trad in the RRG.
- Expertise in bolting and route development.
- Own a reliable AWD/4WD vehicle with ability to access any climbing area in the Red River Gorge

### **Hours/Pay/Schedule**

During the interview process you will learn more about how this position is paid, but expected compensation is **\$19-20 per hour**. Overtime occurs over 40 hours and is paid at time and a half.

Although the days and hours will fluctuate on a weekly basis, this position can expect approximately 40 hours over 5 days per week. The Head Guide can expect to work nearly every Saturday and Sunday and 2-3 days per week from March 1st - December 1st.

### **How to Apply**

Complete the application found on our website:

<https://www.southeastmountainguides.com/employment/> and email to Nicole Meyer [nicole@southeastmountainguides.com](mailto:nicole@southeastmountainguides.com) If you have any questions or wish to contact us, you may call 606-668-6613.

### **Interview Process**

The interview process for the Head Guide role consists of approximately 4 interviews. Not all interviews need to be completed in-person, meaning virtual meetings are acceptable. The interviews typically follow this format: initial interview, a culture fit interview, co-leading a Southeast guided trip, and leadership fit interview.

### **Training Process**

The training for this position will consist of approximately 2 weeks of training followed by 1-2 month(s) of intermittent mentorship to ensure alignment with Southeast standards and culture.

Position starts March 1<sup>st</sup>. However, training will start at the end of February. Exceptions may be applicable to certain candidates or hiring time-frames.

We look forward to reviewing your application!