



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

THE FAMILY YMCA- JOB DESCRIPTION

Job Title:	Climbing Wall Route Setter	Schedule:	Varies
Job Type:	PT	Job Code:	08030610
FLSA Status:	Non-Exempt	Rate of Pay:	\$15-\$17
Reports to:	Climbing Wall Program Manager	Revision Date:	Sep 2025

Job Summary:

The person selected for this position will be responsible for safely setting high quality climbing routes for the YMCA Climbing Wall.

Key Areas of Responsibility:

- Provide excellent customer service by engaging with, listening to, and receiving feedback on climbing routes from our customers.
- Respond to the customer in a professional and timely manner.
- To obtain a complete understanding of Climbing Wall operations and the routes needed for programs, and classes.
- Maintain and uphold all Y safety and cleaning procedures and policies.
- Perform other route setting duties as assigned by direct supervisor or Director.
- Re-tape routes that have damaged or missing tape.
- Climb routes to ensure correct ratings of routes.
- Ensure that the route board has readable printing and routes are listed in correct order.
- Straighten up climbing wall area after setting.
- Strip ropes from holds and reset ropes when directed by supervisor
- Wash and store holds as needed.
- Check holds for damage.
- Promptly report any safety concerns or route setting gear that is needed or needs to be replaced, policy violations, or suspected abuse according to YMCA reporting procedures.
- Maintain appropriate boundaries with youth and adhere to YMCA Code of Conduct and Child Protection policies at all times

Required Knowledge, Skills & Abilities:

- Minimum 5 years' climbing experience, or equivalent training.
- Professional route setting experience preferable.
- The ability to demonstrate knowledge and safe climbing and belay skills.
- Proven sound judgment and excellent problem-solving skills to prevent possible dangers and to handle unforeseen incidents or accidents.
- Have familiarity with/experience using power tools, working at height safely, using harnesses or lifts.



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- Must be able to collaborate with other setters, have the ability to take / give constructive feedback. Notify your supervisor if you have the capability to mentor new route setters.
- Must have awareness of skills around movement, creativity, setting interesting movement, reading flows on wall and be aware of climber biomechanics.
- Must be able to lift up to 45 pounds using proper technique.
- Must pass CPR/AED/1st Aid certification or WFR certification by an approved provider within 3 months from original date of hire and maintain while employed.
- Must pass child protection training as assigned within 3 months from original date of hire and maintain while employed.
- Able to learn and follow local YMCA and national guidelines related to employment.
- Must successfully complete YMCA screening processes including background checks, reference checks, and annual child abuse prevention training, in compliance with YMCA policies.
- Must complete YMCA-required trainings on child protection, boundaries, and high-risk activity management before working independently.

Effect on End Result:

To provide regularly rotating new, fun and engaging climbs for The Family YMCA programs, classes, and members. This will be measured by completion of the key areas of responsibility and will be reflected in the continuous improvement of the Climbing Wall.

Our Culture:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

Compensation:

Personnel policy governs work conditions and benefits. The first 90 days of employment are considered a trial period at which time performance will be evaluated by the Sports/Adventure director.

Job Description Reviewed & Understood:

I have read my job description and understand my responsibilities. I also understand that the YMCA cannot guarantee my employment and that the YMCA can change wages, benefits and conditions of employment at any time.

Employee Signature: _____ Date: _____