

School/Portable Wall Instructor Job Description - Part-Time, Guelph, Kitchener, Waterloo, Cambridge

Reports To: Outdoor Program Director

Starting Compensation: \$17.50

Job Summary

Anyone can climb, so everyone is welcome. Our company is looking for someone who can help make this possible regardless of one's potential barriers. We are a rock climbing facility that has brought the community of Guelph together in a fun and active way since 1994.

School/Portable Wall Instructors are responsible for understanding and implementing Grotto Youth Program curriculum according to the programs and events developed by the Outdoor & School Program Director. Programs include school programs, camps, youth groups, and adult groups and can take place at a variety of locations including at schools, various crags, and event spaces with the Grotto's portable climbing walls. The majority of work as an Instructor is offsite from the Grotto's main facility at 199 Victoria St.

School/Portable Wall programming is extremely variable in terms of timing. The work is not regular and Instructors must be flexible to work full weeks sporadically throughout the school year as well as weekends and special events including holidays. While as much time is provided as possible in advance of programming, there is sometimes little advanced warning before need for staffing.

The main work in this position includes setting up the Grotto's portable wall at various school locations in the regions of Guelph, Cambridge, Kitchener, Waterloo and surrounding areas for week-long programming and staffing the week's activities during the school year (September through June). This includes belaying and instructing children at elementary and secondary schools and ensuring they have a great time experiencing climbing and related activities. All programming adheres to the Ontario Physical Activity Safety Standards in Education (OPASSE).

Duties include

- Ensure program participants are safe at all times during programming, following the School Program Director's instruction and guidance. Instruction may be for:
 - Elementary schools
 - Highschools
 - Other groups as needed
- Foster a fun, welcoming, and inclusive environment for all participants.
- Organize and implement activities according to the program curriculum.
- Maintain supplies for activities as needed.
- Complete additional tasks as assigned by the Program Director. These may include:
 - Performing regular safety checks on equipment

- Set-up and take-down of the portable wall (labour-intensive)
- Be courteous and professional at all times.

Requirements for the job

- Positive personality
- Experience working with groups (children and adults)
- Ability to follow instructions; good communication skills
- Full COVID-19 vaccination status as approved by Health Canada (complete dosing schedule achieved at least 2 weeks prior to first shift)
- Vulnerable sector check
- Knowledge of top-rope belaying and ability to demonstrate safe belay technique (the Grotto uses the PLUS/PBUS method)

Assets for the job

- Experience in customer service
- Rock climbing experience (indoor and/or outdoor)
- Standard First Aid and CPR-C (required for certain positions)
- Climbing Wall Association (CWA) Climbing Wall Instructor (CWI) or equivalent certification (required for certain positions)

Benefits of working at the Grotto include

- Free climbing at the Grotto for the duration of your employment*;
- One free guest pass per month*;
- 15% off applicable retail*; and
- Additional perks discovered upon signing of contract

*available for employees who work at least 10 hours per week over a minimum of 3 months

The Grotto is committed to supporting employee development. We do this through structured training for each position at the Grotto as well as ongoing communication between the employee and their manager. The Grotto welcomes feedback from employees so that we can continue to create a fun and effective work environment. This is reflected by employees wanting to continue with us year after year, and members and guests having a great time while at the facility and all Grotto programming.

The Grotto is an equitable employer and encourages all members of the community to apply regardless of real, potential, or perceived barriers. We strive to educate employees about their rights as workers to set young workers up for success as their careers progress. The Guelph Grotto celebrates diversity and does not tolerate discrimination of any kind based on race, ethnicity, culture, sexual orientation, sex, gender preference, or other demographics irrelevant to the job. Contact management to learn more about our efforts to mitigate biases in our hiring processes and at our workplace!

Submitting Your Application

Think you are a good match for the Grotto? Apply by sending an email to manager@guelphgrotto.com.

Accommodations are available upon request. Please reach out to us at manager@guelphgrotto.com so we can make suitable arrangements!