



POSITION ANNOUNCEMENT

Director of Climbing Programs

Overview

Since 1993 our climbing school has grown from summer rock guiding to include a full spectrum of winter programs, international trips and a youth summer camp program. To continue our dedication to our quality and an education-based approach, we are seeking to bring on another qualified individual to manage our current system, offer the highest quality programs, and continue our growth.

The Director of Climbing Programs is a challenging, highly independent position that offers the right individual the opportunity to manage both administrative and "in-the-field" portions of Acadia Mountain Guides Climbing School. Acadia Mountain Guides is looking for a strong, experienced guide who also brings detail-oriented administrative skills and a growth-oriented vision. Sales and client relations will be a primary focus of this position when not in the field. This means the right applicant will love time with clients and potential clients. This person is in the limelight every day: forming and maintaining relationships and converting inquiries into sales.

Summary of Duties

1. Climbing Sales- First and foremost, this person must be the voice of our climbing program – to staff, clients, land managers and the community.
2. Outdoor Program Participation / Guiding - This means this role continues to have heavy presence in rock, ice, and mountaineering programming by being available to guide day to day clients as needed.
3. Summer Climbing Camp Administration – direct summer camp program, train leaders, manage operation.
4. Mountain Administration - This role will also support the owner in developing and maintaining marketing and support materials and providing course logistics. Especially important will be the responsibility for building contacts and relationships with potential groups and specialty clients.
5. Lead Specialty Guiding - They should grow into an ability to run certification courses such as AIARE, AMGA, and PCIA courses, international trips and climbing programs in both primary and new destinations, offering the absolute highest quality experience to our clients.

1) Climbing Sales (20%)

- a) Further develop outreach relationships with potential new clients through interactions in special events, outreach and local courses.
- b) Pursue universities, youth groups, schools, camps, etc., for groups programs and participation in leadership training programs such as AMGA and PCIA courses and wilderness medicine courses especially during the off-season.
- c) Maintain relationships with clients.
- d) Convert potential clients to sales through phone, email, and in-person interactions.
- e) Maintain client-tracking system and manage the retail sales team's priorities as they relate to guiding.

2) Outdoor Program Participation / Guiding (20%)

- a) Lead beginner through advanced climbing, avalanche and outdoor education programs as technical skills and certifications allow
- b) Acquisition and maintenance of all required certification (CPR/WFR/AMGA/AVY, etc).
- c) Personal and professional development as a mountaineer, climber, and instructor.
- d) Manage client check-in and follow up processing.
- e) Other duties as assigned.

3) Summer Camp Administration (20%)

- a) Develop advertising material and market summer camp program.
- b) Hire and supervise interns and camp leaders.
- c) Organize leadership training for school staff at start of season.
- d) Assure that necessary permits and reservations are secured.
- e) Serve as parent liaison and contact

4) Mountain Administration (10%)

- a) In the stores and local communities, maintain all signage, packets, promotion racks, and other advertising materials.
- b) Design and run staff trainings to better educate all staff to market climbing trips.
- c) Maintain all climbing equipment and the system to track it.
- d) Organize trip-specific country logistics.
- e) Manage / develop climbing school information exchange with retail sales associates.
- f) Work with land managers to maintain appropriate land use permits.

5) Destination Guiding (15%)

- a) Offer the highest quality rock climbing trips and international destination programs. With extensive guiding and climbing experience, this person is also committed to what makes AMG special.
- b) Continue to build guide skills and personal mountaineering experience and reputation throughout the world. Develop new international guiding venues.

6) Retail (15%)

- a) Provide periodic retail sales coverage during peak periods.
- b) Oversee climbing gear purchasing for store.
- c) Assist in retail on-line store maintenance.

Qualifications

The candidate who will be most successful in this position is someone who is well educated in a variety of subjects, from literature to business, and who presents themselves not only as a professional mountaineer with significant personal climbing successes, but also as a well-rounded individual able to connect with clients on multiple levels. Candidates must possess a high level of creative energy, self-motivation, ability to self-critique, and a strong desire to strive for excellence. Ideal candidate would possess at least one AMGA or PCIA certification and be motivated to pursue additional certifications.

Annual Salary: \$26,000 – \$30,000.00 annual salary with three weeks paid vacation after 12 months of continuous employment. Eligible for additional but limited unpaid leave for continuing mountaineering skill development. Salary increases based on performance. Flexible schedule. Employee eligible for pro-purchase discounts (approximate annual value – 1000.00+), educational scholarships. Opportunities for profit sharing and partnership exist.

To apply:

Complete our application (available on the employment page at acadiamountainguides.com) and return it electronically with a letter of interest to Jon Tierney (climb@acadiamountainguides.com). After receiving your application, we will evaluate it and, if you are among the qualified candidates, we will arrange an interview. EEOE.