

Climbing Director

Reports To: Program Director & Camp Director

#### Position Overview

The Climbing Director is responsible for planning, supervising, and leading all climbing and vertical adventure programs at Camp Barstow. This includes rock climbing, top-rope, bouldering, rappelling, and other climbing-related activities. The Climbing Director ensures safe, engaging instruction, enforces strict safety protocols, manages climbing equipment and facilities, and mentors both Scouts and climbing staff. This role provides leadership to 2-3 Climbing Staff and works closely with the Program Director to maintain high-quality, accredited climbing experiences in accordance with Scouting America and industry safety standards.

#### Primary Responsibilities

- Plan, coordinate, and oversee all climbing programs, including merit badges, skill lessons, and recreational climbing activities
- Supervise, train, schedule, and evaluate Climbing Staff
- Provide instruction and coaching in climbing techniques, safety, and risk management
- Maintain proper setup, inspection, and organization of climbing walls, towers, ropes courses, and associated equipment
- Ensure all climbing activities comply with County, State, Federal, and Scouting America safety standards
- Manage inventory, maintenance, and secure storage of all climbing ropes, harnesses, helmets, carabiners, and other climbing gear
- Oversee participant rotation, advancement tracking, and merit badge documentation
- Provide or coordinate emergency response and First Aid as needed
- Model and enforce the Scout Oath and Law among staff and participants
- Collaborate with the Program Directors to support camp-wide events and special programs
- Perform additional duties as assigned by Camp Barstow leadership
- Follow all policies and procedures outlined in the Camp Barstow Staff Handbook

#### Critical Elements of the Position

- Must be 21 years of age or older

- Previous experience in climbing instruction, ropes courses, or adventure programming required
- Current Scouting America National Camp School COPE or Climbing Certification, AMGA, or equivalent climbing certification preferred
- Prior supervisory or leadership experience strongly preferred
- CPR / First Aid / AED certification (or willingness to obtain prior to camp)
- Ability to work outdoors in varying weather conditions
- Ability to stand for extended periods, walk long distances, and perform moderate lifting
- Strong organizational, communication, and problem-solving skills
- Commitment to following all health and safety guidelines set by County, State, Federal, and Scouting America

#### Compensation & Benefits

- Pay Range: \$450–\$600 per week (dependent on experience)
- Room & board provided while camp is in session
- Adventure gear pro-deals available from participating companies
- Leadership experience in climbing instruction, youth mentorship, and outdoor education

#### Employment Dates

May 27 – July 16, 2026

#### Questions & Applications

For questions or additional information, please contact:

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(803) 516-5854 (*please call after 4:00 PM*)