



CLIMBING INSTRUCTOR

Overview:

In your role as Climbing Instructor, you will represent and act as an ambassador for The Pickaquoy Centre, delivering a high quality climbing experience to users of all ages and abilities.

You will ensure the safe and effective use of the climbing and bouldering walls, uphold operational standards, and contribute to a positive and inclusive environment.

You will be responsible for delivering engaging and safe climbing sessions, maintaining equipment and facilities, and supporting users of varying age groups throughout their experience.

Hourly Rate:

£15.48 per hour

No. of Hours:

Casual (as required)

Responsible to:

Programme & Development Manager

Date Prepared:

April 2026

Why work for the Pickaquoy Centre?

- Free use of facilities
- Local Government Pension Scheme - employers contribution of 15%
- Discounted food and drink in the Picky Cafe
- Various Centre discounts, including Personal Training sessions, Sunbed use, Children's parties, Holiday Camp
- Enhanced annual leave entitlement linked to length of service
- Cycle to Work Scheme
- Contractual Sick Pay Scheme



Main Duties:

1. Lead and supervise climbing and bouldering sessions for individuals and groups, including schools, birthday parties, and private bookings.
2. Provide instruction in climbing techniques, including belaying and movement skills.
3. Instruct induction courses in line with operational procedures.
4. Set up and dismantle climbing equipment as required.
5. Inspect all equipment and climbing surfaces before and after use to ensure safety and cleanliness.
6. Ensure the wall is clean and safe before any use.
7. Report any damage to equipment or facilities promptly.
8. Maintain accurate user registers and complete necessary administrative tasks.
9. Monitor user activity through floor walking duties to ensure safe and appropriate use of facilities.
10. Enforce Centre policies and procedures, including the admissions policy.
11. Deliver outstanding customer service and promote a welcoming atmosphere.
12. Respond effectively to emergencies and support health and safety protocols.
13. Uphold the UK coaching code of conduct for Sports Coaches, ensuring fairness and inclusivity in your coaching approach.
14. Maintain high standards of personal presentation and adhere to the Centre's dress code.
15. Engage in continuous professional development and contribute to service improvement initiatives.
16. Work collaboratively within a small, innovative team.
17. Be flexible with working hours, including mornings, evenings and weekends.
18. Undertake other duties as required by the management team.

Person Specification:

Attributes	Essential	Desirable
Professional / Educational Qualifications - <ul style="list-style-type: none"> • Climbing Wall Award or Single Pitch Award (or assessed as competent by the Centre's Technical Advisor) • Climbing Wall Award Lead Certificate • Basic First Aid Certificate 	✓	✓ ✓
Relevant Work / Other Experience - <ul style="list-style-type: none"> • Substantial experience of Climbing • Experience of delivering a coaching session 	✓	✓
Skills and Abilities - <ul style="list-style-type: none"> • Excellent time management, organisation and communication • Strong collaboration skills 	✓ ✓	
Personal Qualities - <ul style="list-style-type: none"> • Friendly and outgoing • Honest, reliable and punctual 	✓ ✓	
Additional Job Requirements - <ul style="list-style-type: none"> • Membership of the Protecting Vulnerable Groups Scheme • Adherence to the Centre's dress code and presentation standards • Flexible availability for working hours, sessions include mornings, late finishes and weekends 	✓ ✓ ✓	

We are committed to inclusion and diversity, and welcome applications from groups with underrepresented protected characteristics. We are happy to discuss reasonable adjustments or arrangements for any part of the recruitment or selection process, or for the tasks and duties associated with this role.