

Your dedication to Route Setting is required in the Vancouver, B.C./Lower Mainland area, Canada!

The Hive has an opening for two permanent, full time, Head Route Setters to manage the crews in two or three of our five facilities in, Vancouver, North Vancouver, Port Coquitlam, & Surrey. We are looking for someone who has proven to inspire movement for climbers of all levels and add to the team feel of our community. The Hive strives to “make life better” by serving members and guests through our four pillars of Climbing, Community, Education and Health & Wellness. Do you have the enthusiasm to be part of the Hive team?

We need you to have:

- 2+ years of experience running a routesetting team
- 5+ years of route setting experience
- Experience supervising, training and *mentoring* a routesetting crew (3-6 staff) among multiple facilities.
- Ability to forerun V6+ during an eight hour shift, with ability to critique and modify V9+ boulder problems. Please have impressive experience in routesetting competitions. ACMG CGI Level 1 preferred as it is required at two of our gyms.
- Proven abilities to organize, maintain & keep routes current, ensuring you and your team update our in-gym guides and Venga App.
- A solid work ethic which includes dependability, timeliness, flexibility, team work.
- Ability to work at each of the four gym locations (Surrey, Port Coquitlam, Vancouver, North Shore) with regards to special events/competitions/training.
- General construction skills including: carpentry, excellent manual dexterity, ability to lift 50 lbs
- Adherence to safe work procedures and protocols as per WorkSafeBC regulations. Being a leader in work safety is a priority for The Hive.
- Office administration/computer skills used for emailing, (specifically within the “Gmail” platform), scheduling staff, staff reviews, keeping inspection logs, keeping safety logs, etc...
- Customer service skills in order to liaise with gym members, guests and The Hive community. Consistently monitoring community feedback and promoting The Hive’s vision that “everyone is a climber”.
- Great teamwork skills as you collaborate and meet with Route Setting Director, Senior Leaders, General Managers, Education Coordinators and Events and Marketing on a regular basis.
- Availability to become a championing, enthusiastic member of our Hive community!
- Good command of the English language

We Offer:

- Full time, salaried hours (40 hrs/wk)
- Extended health & dental benefits
- Professional Development budget
- Time to build your skills and set for various competitions.
- Relevant tools for the job.
- Opportunities for career growth
- Great culture & inspired staff
- Free gym membership for your climbing & overall fitness needs.



- Excellent Pro deals on retail items.
- Locations an hour from Squamish!
- Salary range from \$50,000 to \$60,000/year depending on experience.

If you are interested in the full job description please scroll below. We are looking forward to your submission! Please apply with your cover letter and resume by August 1, 2021 via The Hive's career page: <https://hiveclimbing.com/contact-us/#careers>. We will only contact selected applicants. If you have any questions, you can contact beekeepers@hiveclimbing.com. Good luck and thank you for your interest!

Primary Role

- **Provide Day-to-Day Leadership and Guidance for Local Route Setting Crews:** supporting, coaching, and mentoring the Route Setters in the tasks of stripping, setting, forerunning, quality control, risk management, and routine maintenance; in addition to route setting and forerunning with the crew.
- **Implement various aspects of the Director's Comprehensive Route Setter Sustainability Program:** assisting with ongoing performance management, providing aspects of in-house training and critical skills development, assisting in apprenticeships for new setters, and involvement in professional development opportunities.
- **Implement and Support the Route Setting Health and Safety Program within Gym(s):** ensuring local crews abide by and adhere to all aspects of the program including: physical and mental health, injury prevention and longevity, adherence and alignment with Worksafe BC and other provincial standards, regular check-ins with crew members to assess their wellbeing.
- **Implement the Gym Maintenance Program within Gym(s):** Ensure completion of Regular Maintenance Tasks & Logbook Upkeep, conduct ongoing inspections of facilities to determine deficiencies, hazards, and upcoming maintenance; schedule, supervise and support crews during maintenance tasks.
- **Support and Promote a Culture of Clear, Concise and Effective Communication:** across all levels of the company, in particular, amongst the local route setting team, the local CSR team, General Managers, and Education Coordinators; additional communication with other company personnel will also be required.
- **Inspire a Sense of Pride and Loyalty within the Route Setting Department:** Through Day-to-Day Leadership of the Crew, contributing to the sense of belonging with the wider Hive Staff team, infused with our core values and based on clear expectations, common goals, and shared vision.

Specific Duties & Responsibilities

- Provide leadership, coaching, and feedback to the local route setting crew in order to both accomplish the facilities route setting goals, and help build the technical route setting knowledge of the setting team.

HIVECLIMBING.COM

HIVE VANCOUVER
HIVE NORTH SHORE
HIVE SURREY
HIVE PORT COQUITLAM
HIVE WINNIPEG
HEAD OFFICE

604-683-4483
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604-498-5460
604-461-0104
204-306-8113
604-699-9629

520 INDUSTRIAL AVE, VANCOUVER, BC, V6A 2P3
140-2270 DOLLARTON HWY, NORTH VANCOUVER, BC, V7H 1A8
101-11125 121st ST SURREY, BC V3V 4V1
UNIT 145, 815 VILLAGE DRIVE, PORT COQUITLAM, BC, V3B 0G9
UNIT 7, 960 LORIMER BOULEVARD, WINNIPEG, MB, R3P 1G1
390 INDUSTRIAL AVE, VANCOUVER, BC, V6A 2P3



- Assist in the development of local route-setting crews; keeping track of setters' growth goals and performances, working with the Director to establish and execute a plan for each setter, and delivering training to new route setters.
- Host a daily debrief with the crew at the end of the shift in order to answer questions about routes and provide constructive, meaningful feedback on the work of the day.
- Ensure the health & safety of the crew by enforcing adherence to Provincial safety rules including proper use of ear/eye protection, ladder storage and all facets of risk-mitigating bouldering.
- Have a solid work ethic that includes leading by example with dependability, timeliness, flexibility and feedback.
- Helps conduct performance reviews alongside Route Setting Director.
- Setting and forerunning routes at multiple gyms, maintaining community involvement and an excellent customer experience. Using some time during the week for administrative tasks.
- Use office administration skills for daily/weekly communication with local crews, managers, Director, and others, keeping safety and inspection logs, and scheduling shifts.
- Host regular meetings with the Director of Route Setting, General Managers and Education Coordinators to hear constructive, meaningful feedback on the program and how it relates to risk management and overall community satisfaction, implementing such changes and improvements within the department as a whole.
- Work with Route Setting Director to plan future improvements related to route setting, conduct program evaluations, and identify gym upgrades and local needs.
- Communicate with staff to help them uphold and support the Hive's Setting Vision of "for the good of the gym" and the Hive's community presence.
- Assist with the planning and route setting of comps including sanctioned events with the SCBC, Tour De Blocs and in house comps and events.
- Oversee the maintenance (power washing) of Hive holds and volumes, ensuring effective and efficient turnover.