

Title: Paraclimbing National Team Head Coach

Location: USA Climbing National Headquarters – Salt Lake City, UT

Position Type: Full Time - Exempt

Reports to: VP of Sport

About USA Climbing

USA Climbing is the National Governing Body for the sport of competition climbing in the United States. Our mission is to support the well-being, development, and competitive excellence of our athletes as we advance the accessibility and growth of the climbing community nationwide. We are a small but highly committed team dedicated to advancing the sport and supporting the athletes in achieving their best. USA Climbing conducts programming and events for our Youth, Collegiate, Paraclimbing, and Elite series.

Position Summary

We are looking for a dynamic and collaborative individual to be part of the High-Performance team helping to make Sport Climbing one of the fastest-growing sports in the U.S. With Paraclimbing's debut in the upcoming LA28 Paralympic Games, this role carries special significance and an unprecedented opportunity to shape the sport's future on the world stage. The Head Coach of USA Climbing's Paraclimbing National Team will be responsible for leading and managing the preparation, development, and performance of elite adaptive athletes competing in national and international paraclimbing competitions. The coach will work closely with USA Climbing High-Performance staff, athletes, and stakeholders to ensure the team excels in this new era, while fostering an inclusive and supportive environment. This position emphasizes athlete-centered coaching, innovative training methods, and representation of USA Climbing's mission to elevate paraclimbing in the U.S. and beyond.

Primary Job Responsibilities

Athlete Development & National Team Leadership

- Develop and implement comprehensive training plans tailored to individual athlete needs, abilities, and IFSC paraclimbing classifications.
- Conduct regular assessments of athletes' skills, progress, and readiness for competition.
- Provide coaching to enhance physical performance, technical skills, mental resilience, and tactical strategy.
- Oversee the selection process for the Paraclimbing National Team in coordination with USA Climbing leadership, ensuring fair and transparent practices.
- Build and maintain a positive and inclusive team culture, emphasizing mutual respect, sportsmanship, and collaboration.
- Act as a role model, upholding USA Climbing's values and promoting excellence at all levels.

Competition Strategy

- Design and execute competitive strategies for major events, including IFSC Paraclimbing World Cups, World Championships, and other key international competitions.
- Provide on-site coaching during competitions, focusing on athlete support, performance feedback, and adjustments to strategy as needed.
- Analyze team and individual performance post-competition to identify areas for improvement.

Collaboration and Communication

- Coordinate with USA Climbing staff, sport science experts, adaptive specialists, and athlete support personnel to ensure athletes are fully prepared and supported.
- Maintain open and effective communication with athletes, their families, and other stakeholders about expectations, goals, and progress.
- Represent USA Climbing at events, public forums, and media engagements related to the Paraclimbing National Team.

Logistics and Administration

- Plan and manage training camps, including securing venues, equipment, and travel arrangements.
- Oversee team travel logistics for international competitions, ensuring compliance with regulations and maximizing efficiency.
- Manage budgets and resources allocated to the Paraclimbing National Team in collaboration with VP of Sport.

Advocacy and Outreach

- Promote the Paraclimbing National Team and adaptive climbing initiatives through public speaking, media appearances, and partnerships.
- Collaborate with sponsors, donors, and partners to secure funding and resources for the team.
- Actively participate in efforts to grow adaptive climbing opportunities and increase visibility for athletes with disabilities across the U.S.

Other duties as assigned

Qualifications & Skills

- Bachelor's degree in kinesiology, sports science, adaptive sports, or a related field (preferred).
- USA Climbing coaching certifications or equivalent (required)
- Certification or demonstrated experience in adaptive sports coaching or working with athletes with disabilities (preferred)
- CPR and First Aid required
- Proven experience coaching athletes at elite levels, preferably in climbing or adaptive sports.
- Demonstrated success in working with athletes across a range of physical, sensory, and neurological disabilities.
- Familiarity with IFSC competition structures, rules, and paraclimbing classification systems.
- Strong leadership and motivational abilities to inspire a high-performing team.
- Expertise in developing and adapting training programs for athletes with diverse needs.
- Excellent organizational skills, with the ability to manage logistics, budgets, and schedules effectively.
- Strong communication and interpersonal skills to work with athletes, staff, and stakeholders.

Work Environment

- This position is Salt Lake City-based.
- Physical ability to assist with climbing equipment, adaptive setups, and athlete support when needed

Compensation

- Annual salary of \$50,000-65,000, commensurate with experience

- Vacation / Paid Time Off included
- Inclusion in USAC benefits package (Health/Vision/Dental, IRA including company match)
- “Pro Deals” with participating companies
- Regular domestic and international travel to training camps and competitions is required.
- Availability to work evenings, weekends, and holidays, as necessitated by the competition schedule.

Application Process

Interested candidates should submit a resume, cover letter, and a list of three professional references to Caitlin Curry Caitlin@usacimbing.org. Applications will be reviewed on a rolling basis.

USA Climbing supports diversity, equity, and inclusion in all its forms and strives to incorporate DEI into all it does. We encourage those from underrepresented communities to apply.



Where Olympic & Paralympic Journeys Begin