

Title: National Team Assistant Coach

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

Position Type: Full Time - Exempt

Reports to: National Team Head Coach

About USA Climbing

USA Climbing serves as the National Governing Body for 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. As a dictated and compact team, we are focused on advancing the sport and aiding athletes in achieving their utmost potential. USA Climbing orchestrates programs and events spanning youth, collegiate, para climbing and elite series.

Join our team!

USA Climbing is looking for a passionate and collaborative professional to join USA Climbing's High-Performance team as an Assistant Coach. This position is instrumental in supporting the preparation, development, and performance of National and Development Team athletes within the boulder and lead disciplines as they pursue success on the international stage. Working alongside the Head Coach and multidisciplinary staff, the Assistant Coach will help design and deliver progressive, athlete-centered training sessions that align with USA Climbing's vision for sustained competitive excellence.

As climbing continues to evolve globally, this is a rare opportunity to contribute directly to the growth of the sport and the advancement of U.S. athletes in the Olympic era. The ideal candidate is a skilled communicator, critical thinker, and motivator who thrives in a collaborative environment and is driven by a deep commitment to athlete success and the future of American climbing.

Primary Job Responsibilities

- Support the Head Coach and High Performance staff in planning and implementing training programs for National Team and Development team athletes within the boulder and lead disciplines.
- Provide direct supervision and coaching at the Training Center when other High Performance staff are not present.
- Assist in athlete development, including feedback on technical, tactical, and physical performance.
- Manage daily Training Center operations in coordination with the Head Coach and High Performance team.
- Travel domestically and internationally for training camps and competitions as requested. Estimated to be around 10%-15% of the overall position.
- Enforce all applicable USA Climbing policies and ensure SafeSport and athlete safety standards are maintained.
- Collaborate with support staff (e.g., medical, sport science, S&C, and route setting) to monitor athlete readiness and manage workloads.
- Contribute to athlete evaluations, data collection, and post-event debrief processes.
- Foster a positive, professional, and high-performance training culture.

Qualifications & Skills

- Authorized to work in the United States.
- Significant coaching experience at the youth, collegiate, and/or elite levels.
- Experience with international competition formats and preparation cycles preferred.
- Comprehensive understanding of climbing movement, tactics, and performance across boulder, lead, and speed.
- Familiarity with IFSC and USA Climbing rulebooks.
- Competition routesetting experience is preferred.

- Strong communication and interpersonal skills.
- Demonstrated ability to collaborate effectively within a multidisciplinary staff environment.
- Highly motivated, adaptable, and organized.
- Capable of providing technical instruction and movement analysis.
- Positive, athlete-centered mindset with a passion for developing U.S. competitive climbing.

Compensation / Other

- Annual salary of \$50,000-60,000, 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.
- Travel, evenings, and weekend work required per team calendar.
- Position will scale with team schedule and training demands.

Application Instructions

All applicants should email their cover letter and resume to caitlin@usacimbing.org.

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