



**Job Title:** Programs Director

**Location:** Remote & in-person (virtual meetings & climbing clinics)

**Position Type:** Volunteer

**Position Overview:**

The Adaptive Climbing Coalition is seeking a dynamic and experienced individual to join the ACC as Programs Director. As Programs Director, you will play a pivotal role in shaping and implementing our organization's programs, initiatives, and clinics. The ideal candidate will bring a strong background in program development, strategic planning, and rock climbing.

**Key Responsibilities:**

- **Program Strategy and Planning:**
  - Collaborate with board members and staff to plan, develop, and refine the organization's programmatic strategies.
  - Provide insights, expertise, and guidance to ensure the continuous improvement and innovation of existing programs, as well as the development of new, impactful initiatives.
- **Program Development and Management:**
  - Lead discussions and contribute to decision-making regarding the prioritization of programmatic efforts, taking into consideration community needs, organizational capabilities, and available resources.
  - Collaborate with other board members to communicate the impact and value of our programs to potential donors, supporters, and the broader community.
  - Evaluate the effectiveness of programs through feedback collection and regular assessment, making recommendations for adjustments and improvements as needed.
- **Safety and Risk Management:**
  - Establish and enforce safety protocols, risk management procedures, and industry standards to ensure participant safety during all program activities.
  - Collaborate with external experts and regulatory bodies to maintain compliance with relevant safety guidelines and certifications.

- **Support to Fundraising:**
  - Assist in the identification of potential funding sources and partnerships to support program development and sustainability.
- **Organizational Responsibilities:**
  - Understand and adhere to ACC bylaws, standard operating procedures, DEI statement, and mission statement.

### **Qualifications:**

- Strong commitment to the organization's mission and values.
- Proven experience in program development, preferably in a non-profit or community focused context.
- Previous experience serving on nonprofit boards or volunteering in a leadership capacity is a plus, but not required.
- Excellent strategic planning skills
- Effective communication and interpersonal skills
- Capacity to work as part of a team and contribute constructively to board discussions and decisions.
- Deep understanding of rock climbing.
- Certified in AMGA/ PCGI Single Pitch Instructor or greater.
- Desire to be certified in ACI, ACI-G, and ACI-M.
- Must be a resident of California, Arizona, Nevada, or Utah (exceptions allowed).
- Must be able to travel to weekend clinics in Joshua Tree (1-2 per year)

### **Time Commitment:**

The Programs Director position requires a commitment of approximately 6-10 hours per month. This includes attendance at board meetings, preparation time, and any additional responsibilities as needed. As Programs Director you will serve up to a four-year term limit with the opportunity for additional term limits.

### **How to Apply:**

Interested individuals should submit a resume and cover letter outlining their qualifications and interest in the position to [info@adaptiveclimbingcoalition.org](mailto:info@adaptiveclimbingcoalition.org). The Adaptive Climbing Coalition is an equal opportunity organization and encourages individuals from diverse backgrounds, including those with disabilities, to apply. If you have any questions, please contact the email above.

*Note: This job description is a general outline of responsibilities and qualifications and may be subject to change based on the needs of the organization.*