



Regional Route Setting Manager

South West & Wales

- Job Description -

We're excited to announce an opportunity to become a Regional Route Setting Manager here at Impact. As our offering expands, we're looking for a passionate and knowledgeable route setter that can help in overseeing a regional area of the operation. The job will be a mix of on-site route setting as a chief, regular administrative time, ongoing developmental projects and delivering training to our other team members.

Role: Regional Route Setting Manager.

Reporting to: The Directors (Cailean Harker and Ben Norman)

Pay: £35,000 - £40,000 annual salary.

Hours: This is a full-time role of 40 hours per week.

Place of Work: The role will be spread across the sites we run in the South West and South Wales region. This will include running the route setting as Chief Route Setter at Flashpoint Swindon (1.5 days per week) regular setting at both Flashpoint Bristol and Redpoint Bristol sites (2 days per week) and visits to Flashpoint Swansea (occasional). Administrative work can be done from home or remotely.

Overview

As the leading provider of route setting services in the UK, we are looking for a candidate that can help us operate, improve and grow our outsourced route setting product. The regional manager will be the direct contact for all employed route setters and freelancers working in their region, working closely with the Impact directors to operate and make improvements to the service we provide. This will include some shifts as the chief on set days, some setting days with other teams in your region and some admin time.

Responsibilities

- Running route setting days as the Chief Route Setter in Flashpoint Swindon.
- Regular route setting at both Flashpoint Bristol and Redpoint Bristol (bouldering and ropes).
- Overseeing the route setting at all walls in your region.
- Developing the Impact teams through reviews, training and moderations.
- Helping to organise, set for and run the events and competitions in your region.
- Scheduling of staff and booking of freelancers to ensure a smooth and cost effective running of the route setting operation.
- Ensuring each wall is running smoothly by implementing policies and procedures.
- Ensuring equipment and route setting supplies are provided to the teams at all times.
- Developing and maintaining good relations with the walls within your region.

Experience

Required experience:

- Previous experience leading teams on a route setting day.
- IT literate with a strong understanding of creating and updating documents.
- A minimum of 3 years professional route setting experience.

Desired experience:

- Experience creating and maintaining complex schedules and calendars.
- Experience route setting for events and competitions.
- Experience managing budgets and financial reporting.
- Experience creating and maintaining H&S documents.
- Experience developing route setters and fostering a positive workplace environment.
- Experience with HR.

Attributes

This is a leadership and management role and as such, displaying strong characteristics of the following attributes is extremely important:

Passion for Route Setting: As a manager of a regional team, it's crucial that your passion for route setting can shine through to inspire the rest of our staff and maintain our core values of high quality route setting

Quick Learner: able to pick up complex new tasks quickly, with a passion for self development.

Reliable: able to commit to the role and ensure that you can complete the critical tasks to ensure the ongoing success of the outsourced setting service. This includes jumping to action when things require urgent attention.

Multi-tasking: able to assess your responsibilities regularly and make informed decisions as to where you need to spend your time.

Leadership: able to give direction and feedback to other members of the setting teams in your region in a constructive way that promotes a supportive working atmosphere.

Team Worker: happy to get “stuck in” and help out with whatever is needed. As the leader of the team you are expected to lead by example and not shy away from hard tasks.

Benefits

- An additional 1 week paid ‘let my people go climbing’ holiday. Paid additional holiday time to allow you to go climbing and recharge your inspiration.
- Training and input from both Ben and Cailean to help you further develop your route setting career .
- Free climbing shoes.
- Progression opportunities with Impact as we continue to expand.
- Regular admin time to help develop and improve our system, giving you non-physical work on days off of route setting.
- The option to develop your own ideas and projects alongside the Impact directors.
- Trips away, both for climbing and for work.
- The opportunity to be a part of the Impact route setting family.

Time-Line

2nd Dec to the 17th Dec - Applications open

20th Dec - Candidates Invited to Interview

January - Start Date (or ASAP)

How to Apply

Please send a CV and a covering letter, of no more than 1 A4 side, explaining why you suit the role to ben@impactroutesetting.co.uk.

For more information about Impact Route Setting and the role, please contact Ben Norman on ben@impactroutesetting.co.uk.