

HEAD ROUTE SETTER

JOB DESCRIPTION

JOB TITLE:	Head Route Setter
WHO YOU WILL REPORT TO:	
WHO YOU WILL BE RESPONSIBLE FOR:	

COMPANY OVERVIEW

The Climbing Hangar started life in a Liverpool warehouse in 2011. Since then, we've grown to become a national business with sites across England, Wales, and Scotland. Our mission is simple – to inspire bolder living through indoor climbing.

We bring together epic climbing, fresh coffee and a fun filled community to cities all over the UK. We are passionate about climbing. But more importantly we're passionate about the impact that a social, challenging, supportive, progressive and fun activity can have on people's lives, regardless of ability, age or fitness.

We are obsessed with creating unforgettable experiences for climbers of all levels. As one of the leading climbing groups in the UK indoor climbing industry, we're dedicated to pushing the boundaries of what's possible and fostering a community where adventure thrives. Our climbing facilities are more than just walls – they're vibrant hubs of energy, creativity, and connection. Join us on this exhilarating journey as we inspire people to reach new heights and discover their inner strength #boldertogether

ABOUT TCH ROUTE SETTING

At The Climbing Hangar, we believe in inspiring bolder living through climbing. We strive to make climbing accessible, inclusive, and constantly evolving. Our setting is central to the climbing experience we offer and is key in driving our commercial success.

THE ROLE

As Head Route Setter, you will be responsible for shaping the climbing experience across our bouldering centre. This includes leading a high-performing setting team, delivering a diverse and engaging circuit of blocs, and ensuring the highest standards of safety, creativity, and consistency.

You'll work closely with centre management, coaching staff, and other setters across the estate to ensure our setting is not only technically excellent, but also inclusive, accessible, and community-focused.

KEY RESPONSIBILITIES

Route Setting Leadership

- Lead the route setting programme for the site, maintaining a regular rotation and variety of styles across all wall areas.
- Deliver high-quality, engaging blocs for all abilities, from first-time climbers to performance athletes.
- Champion inclusivity in setting: considering body types, abilities, movement styles, and underrepresented groups.
- Plan and deliver setting schedules, ensuring a balanced turnover of climbs across difficulty grades.
- Coordinate and lead setting teams on-site, providing mentoring and feedback to setters of all levels.
- Head Setters are expected to spend time on the mats following each set, actively engaging with customers, gathering feedback, and building relationships within the climbing community. Constructive feedback should be brought to the team the following day, with potential actions discussed and implemented where appropriate.
- Head Setters should stay up to date with the latest trends and innovations in climbing and route setting, bringing fresh ideas and inspiration to the team. They are also expected to act as positive role models, setting the tone for a collaborative, inclusive, and high-performance culture across the setting team and wider site.

Team Management

- Line manage in-house setters and freelance setters, including timekeeping, training and performance support.
- Work with the National/Regional Setting Manager to maintain consistency of setting standards across the brand.
- Identify training needs within your setting team and facilitate development opportunities.
- Contribute to recruitment, onboarding, and ongoing development of setting staff.

Safety & Compliance

- Take responsibility for equipment management and PPE compliance, including inspections and record-keeping as per company policies.
- Ensure all setting activities follow current H&S legislation and company procedures.
- Ensure setting team compliance across all online and practical learning requirements.
- Report any facility or wall maintenance issues identified during setting as per reporting procedure.

Communication & Collaboration

- Collaborate with coaching and operations teams to support comps, classes, and training requirements.
- Attend regular leadership meetings to feed into the site's broader strategic goals.
- Act as an ambassador for the brand and a positive leader within the climbing community.

Events & Competitions

- Lead setting for internal comps, community events, and national rounds as required.
- Liaise with commercial teams to align competition setting with brand strategy and customer engagement.
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WHO IS OUR PERFECT HEAD SETTER?

- Extensive route setting experience in a commercial indoor bouldering environment.
- Proven experience leading or managing a team of setters.
- Excellent communication and leadership skills.
- Someone that wants to see others succeed – If sandbagging is your speciality don't apply here.
- Super creative with a good understanding of modern indoor climbing including inclusive and progressive setting practices.
- Desire to learn, be adaptable and develop yourself as a route setter for TCH.
- Doesn't have an ego but does have a strong sense of athletic empathy for climbers of all ability.
- Avid climber with a huge passion for the sport.
- Someone who can work hard with a keen eye for smaller details.
- Exudes high levels of professionalism whilst retaining maximum fun factor.
- Physically fit and comfortable working at height.

Desirable

- Experience setting for competitions (national or grassroots).
- Understanding of climbing coaching and performance development.

MINIMUM REQUIREMENTS

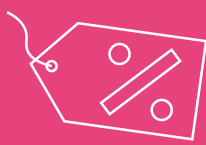
Whilst we welcome any applications, this role requires a high level of route setting experience. Ideally candidates would have managed a team and completed at least 3 years route setting. If you believe you have adequate experience feel free to fire over an application.

WHATS IN IT FOR YOU?

In return for your brilliance, you will receive:



**Free Climbing for you
and a plus one**



**Partner discounts from
Black Diamond, Scarpa,
Unparallel, and Evolv**



**Opportunities
to travel and set at
other TCH sites around
the country**



**Progressive pathway
alongside like-minded
creative individuals**



**Climbing shoe
allowance**



**Generous discounts on
food and drinks from
our Café**



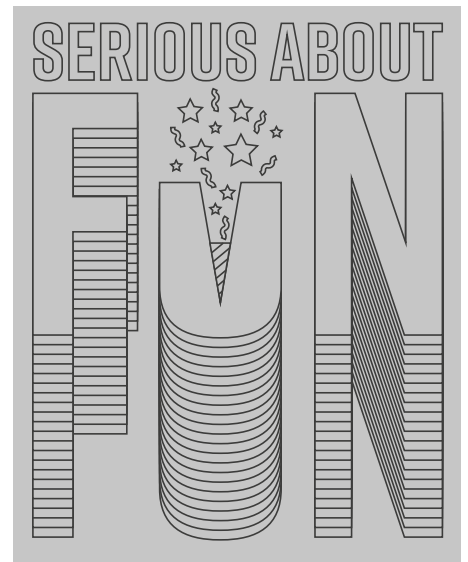
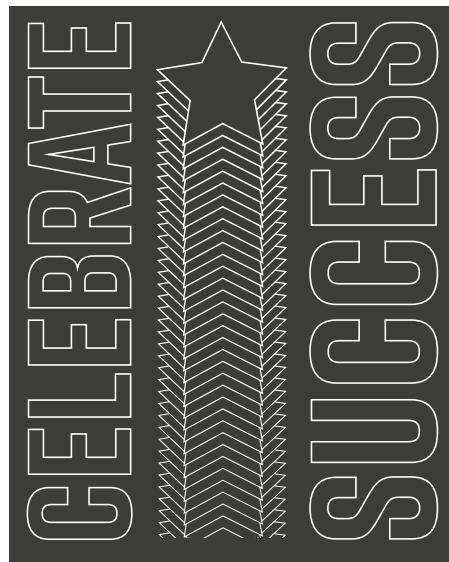
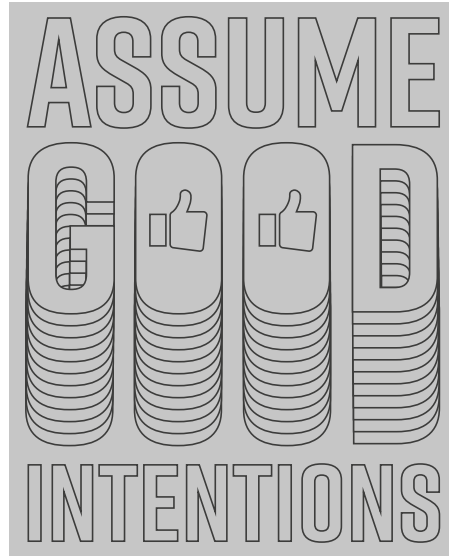
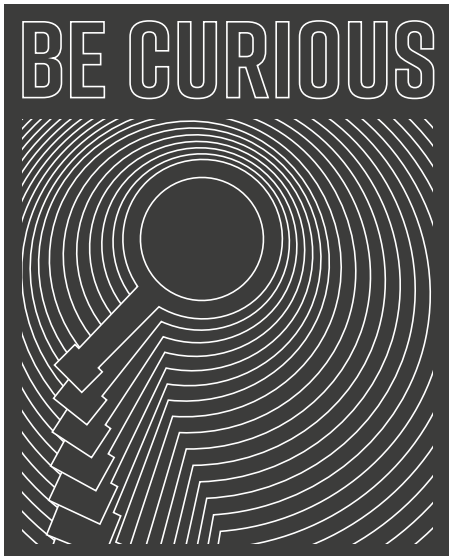
**Training & Development
opportunities**



**Competitive
salary**

OUR VALUES

We believe that life is a series of adventures, that it's easier to get better together, that we should strive to deliver the unexpected... and we believe that applies as much to the service we provide to our customers as it does to the way we run our business and work with our teams. We're a close-knit team and looking for a new team member that will quickly feel part of the family. We value people that are:



It's important to the business that our members feel part of a community and that spirit of inclusiveness begins with our team. Let's be totally clear, if you don't think being inclusive is the enlightened path, you won't like working here. Please apply elsewhere.

TO APPLY...

Please send your CV and a covering letter to recruitment@theclimbinghangar.com and write the 'Position' you're applying for, as well as the 'location' of the centre in the Subject line.

Don't forget to let us know in your covering letter why you want to work for The Climbing Hangar; what position you'd like to apply for, and why you think you'd be a great fit for the role and our vision.