



ROUTE SETTER

JOB DESCRIPTION

JOB TITLE:	Route Setter
WHO YOU WILL REPORT TO:	Head Route Setter or Senior Route Setter

ABOUT THE HANGAR

The Climbing Hangar started life in a Liverpool warehouse in 2011. Since then, we've grown to become a national business with sites across the UK. 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

THE ROLE

Our Route Setters play a vital role in fostering creativity and excitement at The Climbing Hangar. They are responsible for designing and setting up climbing routes that attract customers and keep them engaged and enthusiastic about the challenges offered at The Climbing Hangar.

While we want you to thrive in your setting ability, it is essential to adhere to The Climbing Hangar's standards while also incorporating your unique creativity into the routes you create. As we change our settings in zones rather than circuits to allow a fresh taste for all climbing abilities, it is essential that you take into consideration the abilities of others and not dedicate more effort to one type of grade.

KEY RESPONSIBILITIES

Route Setting & Design

- Set bouldering problems for all ability levels - from first-time climbers to performance athletes.
- Ensure variety in movement styles, hold types, and difficulty to meet climber needs and training goals.
- Deliver assigned zones and grades to the agreed setting brief and schedule.
- Collaborate with other setters to ensure balanced distribution of routes across the facility.
- Reset routes according to an established schedule, ensuring walls remain fresh and engaging.

Safety & Standards

- Install holds and volumes using appropriate tools and torque settings to ensure safety.
- Inspect all holds, hardware, and wall surfaces during setting and stripping.
- Perform fall-zone checks and test climbs to ensure intended difficulty and risk management.
- Follow The Climbing Hangar safety protocols and industry best practices for working at height (e.g., use of PPE and ladders).
- Keep route setting zones organised and clean, ensuring holds are easily accessible and health and safety standards are met.
- Ensure the completion of all mandatory e-learning and training modules within deadlines, prioritising health and safety compliance.

Quality Control & Feedback

- Act on feedback provided by the Head Route Setter or Senior Route Setter to improve future sets.
- Escalate safety, quality or grading concerns to the Senior or Head Route Setter where appropriate.
- Contribute positively to feedback discussions and apply feedback to improve future sets.
- Tweak or modify routes as needed to improve flow, grade accuracy, or safety.
- Assist with wall inspections, basic repairs, and maintenance as needed.
- Support with any administrative requirements.

Communication & Collaboration

- Collaborate with the Head Route Setter or Senior Setter to design routes for youth programs, comps, and special events.
- Attend regular setter meetings to align with The Climbing Hangar's priorities and standards.
- Engage with members and guests to answer questions and build a supportive climbing community.
- Gather informal customer feedback and share relevant observations with the Senior or Head Route Setter.

PERSON SPECIFICATION

Essential Criteria

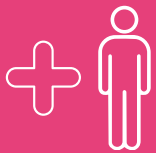
- Good range of climbing ability across all angles and styles with an understanding of movement
- Minimum consistent climbing ability of Hangar Red/V4 across a range of styles.
- Demonstrates strong attention to detail, creativity and collaboration, with the ability to contribute positively within a high-performing route-setting team.
- Able to maintain grading consistency and set accurately to an agreed brief across multiple climbing styles and customer ability levels.
- Demonstrates an understanding of how route setting contributes to customer experience, climber progression and the success of a commercial climbing facility.

- Passionate about climbing and dedicated to helping others succeed.
- Experience with multiple grade boundaries and understanding of climbing techniques is required.
- Able to receive constructive feedback and adapt accordingly.
- Able to set independently to an agreed brief and demonstrate reliable grade awareness across a range of customer abilities.

Desirable Criteria

- Experience supporting or offering peer feedback within a setting environment
- Competition setting and coaching experience are desirable.

WHAT'S IN IT FOR YOU



Free climbing for you, your dependents (your children under 18) and a plus one.



Training & development opportunities



Access to our Employee Assistance Programme.
Along with an on-site Mental Health First Aider and access to counselling services.



28 days annual leave per year
(Pro-rata & inclusive of bank holidays).



Discounted gear from our retail range.



Long service recognition.



Discounts on food and drinks from our café.



Climbing shoe allowance.



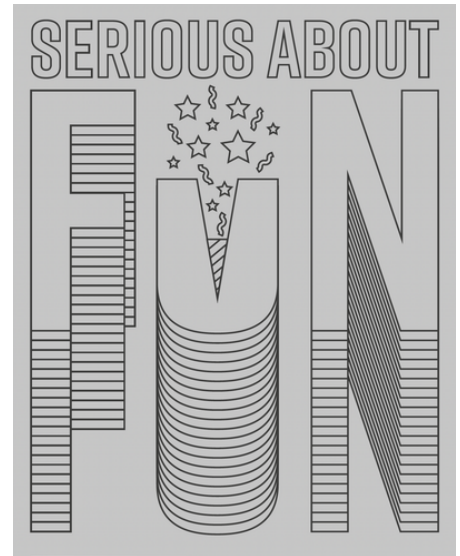
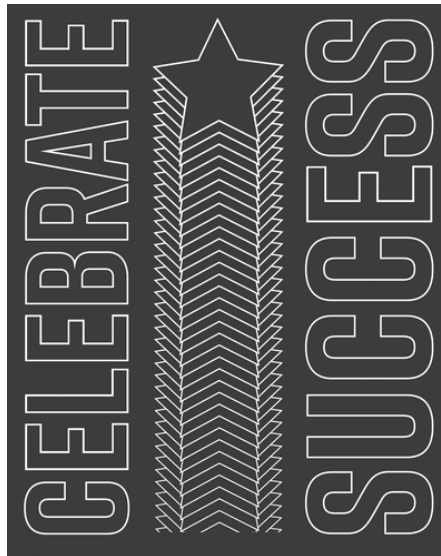
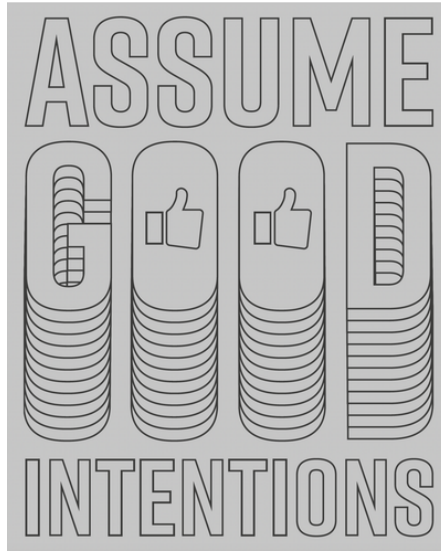
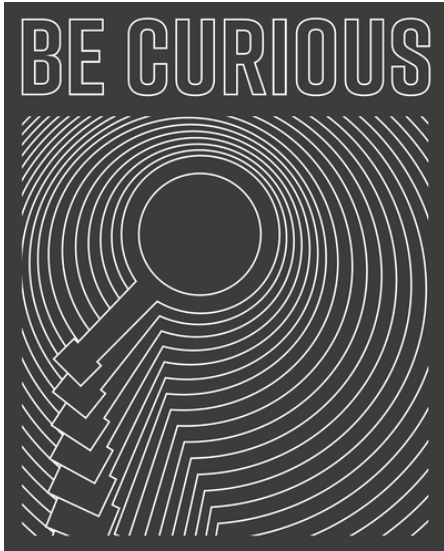
Employee referral scheme.

WORKING CONDITIONS

- **Physical Demands:** This role requires moderate to high physical activity, including lifting, crouching, carrying heavy hold buckets (up to 20kg), and working at height using ladders.
- **Work Environment:** The setting and washing process may involve exposure to chalk dust, water, cleaning solutions, and noise from power tools.
- **PPE & Equipment:** Safety equipment and tools (e.g., gloves, goggles, drills) will be provided and must be used as directed.

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:



EQUAL OPPORTUNITIES STATEMENT

We are an equal opportunities employer and are committed to ensuring equality of opportunity for all. We welcome applications from all suitably qualified candidates regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation. All employment decisions are made based on merit, skills, and experience.

SAFEGUARDING STATEMENT

The Climbing Hangar acknowledges the duty of care to safeguard and promote the welfare of children at risk. The Hangar is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice.

HOW TO APPLY

Please send your CV and a cover 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.