

Klimb Rock Gym
Klamath Falls, Oregon

EMPLOYMENT OPPORTUNITY

Job Title: Gym Manager
Employment Status: Full time, salaried
Reporting to: Executive Director, Watershed Row
Start Date: Open until filled

Company Overview

Opening in Spring 2026, Klimb is a bouldering-focused rock gym for everyone housed in a landmark green building, Watershed Row. Retro climbing walls, constructed in the early 2000's, will be fully resurfaced and equipped. The remodel also adds full HVAC, a solarium lounge and new lockers, restrooms and a weight room, setting the stage for the gym's next chapter.

About Watershed Row

Watershed Row is a half-city block adapted into a bakery, climbing gym (Klimb), retail and event space in downtown Klamath Falls.

The building and site meet [Living Building Challenge](#) certification, taking deep responsibility for all water, energy and materials used.

Watershed Row aims to inspire a vision of resilient, place-based urbanism that nurtures people, ecology and working lands in the Klamath Basin.

Position Summary

The Gym Manager has the opportunity to help build a fun, active and diverse climbing culture in Klamath. They oversee the day-to-day operations of the climbing gym, including staffing, training, instruction, risk management, cleanliness and customer service. They are responsible for hiring, training, scheduling and supporting the gym team.

The Gym Manager works closely with Watershed Row's Executive Director, Alex Froom, to ensure Klimb's core values are upheld daily. The Gym Manager is a pivotal leader who sets the tone of a vibrant, welcoming atmosphere in one of the greenest climbing gyms in the world.

Responsibilities

Before Opening

- Recruit, hire and train gym operations team members
- Plan and begin to develop programming at appropriate cadence
- Coordinate remaining facility equipment needs (holds, shoes, flooring, etc.)
- Collaborate with Watershed Row strategist to communicate the vision, programs and timeline of Klimb to the community
- With support from Watershed Row team, plan and execute pre-opening fundraiser event

Opening & Beyond

- Manage day-to-day climbing gym operations including staffing, scheduling and facility maintenance
- Develop, mentor, review and train climbing gym staff
- Build relationships and communicate with Klimb members and guests
- Be a positive and passionate representative of Klimb and Watershed Row
- Develop and maintain working programming for various stakeholders in the community (youth, women, etc.)
- Respond to unplanned circumstances such as staff illness, customer concerns, weather closures, etc.
- Assist in planning and executing Watershed Row events as needed
- Collaborate with Watershed Row communications personnel to regularly update the community on programming and special events

Desired Qualifications

- Previous customer experience required (climbing gym experience preferred)
- Excellent communication skills, both written and verbal
- Enthusiastic attitude towards climbing and the Klamath community
- Ability to behave with tact and diplomacy with a diverse audience
- Ability to manage dynamic priorities, delegate work, resolve conflict and accept and apply feedback
- Detail-oriented organizational skills
- Computer literacy in Google products
- Ability to lift 50 pounds
- CPR / First Aid Certification (required, training offered by Watershed Row if needed)
- Wilderness First Aid Certified (preferred, training offered by Watershed Row if needed)

Availability / Hours

This is a full time, salaried position. The Gym Manager is expected to work 38-40 hours per week that coincide with operating hours. This includes a variety of mornings, evenings and weekends to understand and be involved with what happens on any given day.

Compensation

This is a full time salaried position with a starting salary in the range of \$58,000 - \$68,000 depending on qualifications and experience.

Benefits

- Health Insurance stipend: up to \$750 / month toward employee obtained health insurance premium
- Investment Retirement Account: 3% employer annual match
- 11 paid holidays
- 2 Personal days per year
- 4 Sick days per year
- Professional development funds: \$1,000 / year, to be used with approval of Executive Director
- Technology: company laptop provided, company phone number provided
- Free climbing gym membership for you and your immediate family
- 20% discount on purchases at Sunbird Kitchen
- Annual automatic 3% raise without need to negotiate
- Flexible schedule and supportive work environment
- Collaborative team atmosphere
- Work in a healthy green building with indoor and outdoor spaces
- Paid time off by accrual basis:
 - 1 month - 4 years: 10 hours per month
 - 5 - 9 years: 12 hours per month
 - 10+ years: 14 hours per month

Employees must utilize at least 50% of their PTO each calendar year.

How to Apply

Email a resume and letter to Alex Froom (alex@watershedrow.org), expressing:

- What about this role and building resonates with you?
- Examples of your success in working on diverse teams.
- Whether you are interested in this role in an interim or long-term capacity.

We believe diversity leads to resilience and creativity. In order to create resilient communities, we need everybody. People who identify as Black, Indigenous, Latinx, Asian, Pacific Islander, or other People of Color, people who are queer, trans, non-binary, people with disabilities, people who are immigrants, people from poor and working-class backgrounds, and people who are/have been system-impacted are strongly encouraged to apply. Klimb Rock Gym provides equal opportunity without regard to race, color, sex, age, religion, national origin, handicap, disability, veteran status, sexual orientation, or gender identity.