Director, Climb United
at the American Alpine Club
Golden, Colorado
Position is located in Golden with the possibility of a remote or hybrid schedule.

Salary range: $64,000 - $72,000 (negotiable), in addition to generous benefits

The American Alpine Club (AAC) is hiring the Director of Climb United. The Director is a critical member of the American Alpine Club Program Team, responsible for leading Climb United (CU), an initiative that engages the U.S. climbing community in a process of collective study, reflection and learning to accelerate cultural transformation, foster greater equity and inclusion, and serve as an operating principle across all AAC departments. Starting with the Route Naming Task Force, Climb United has tackled some of the most challenging issues affecting the climbing community around issues of diversity, inclusion, and justice to date; this position continues moving the work forward on behalf of the AAC and climbers around the country.

The Director of Climb United works closely with the Policy Director and the Director of Community Programs and reports to the Chief Executive Officer (CEO).

As the Director of Climb United, you will:

● Work with CU staff, CEO, CPO, Director of Community Programs and Policy Director to shape CU programming, events, and to determine strategic direction of CU;

● Keep the AAC CEO, CPO, corporate sponsors, and broader climbing community apprised of progress and barriers to success, driving resolution of issues as they arise;

● In concert with functional unit leaders, audit, engage, and provide structural feedback across all AAC departments through the lens of justice and equity;

● Work with the Policy Director to align the work of Climb United with the work of the Policy and Advocacy department

● Work with Policy Director to develop intentional and supportive relationships with tribal governments and communities, especially those surrounding our nations’ most prized climbing areas;

● Advise on the development of grassroots advocacy education materials related to environmental justice;

● In concert with the Community Programs team, deploy CU resources to create and
support section and chapter led inclusive programming;

- Maintain a working knowledge of available volunteer network tools and resources to effectively lead affiliate program operations;
- Collaborate with CU Manager and Grants Administrator to vision, plan, and execute CU grants;
- Collaborate with the NPS and Yosemite Conservancy to organize a community event in spring/summer of 2023
- Maintain a contemporary and progressive view of diversity, equity, and inclusion that represents the best interests of the organization and underserved communities at large;
- Be accountable for the professional development of CU staff;
- Represent the AAC with dignity, reflecting a high standard of conduct at all events;

**You are a strong fit for this role if you:**

- Are committed to the AAC mission and model our core values at all times;
- Are passionate and knowledgeable about diversity, equity, and inclusion and are able to communicate effectively across a diversity of lived experiences and identities;
- Possess experience & passion for driving forward conservation goals at the intersection of social & environmental justice;
- Have an understanding of policy advocacy and a passion for creating structural change that benefits the broader climbing community;
- Are a skilled facilitator of difficult conversations among a diversity of stakeholders both internally and externally;
- Have pride in your ability to effectively navigate complex issues among stakeholders of differing priorities, sensitivities, and desired outcomes;
- Have strong project and budget management skills with excellent attention to detail, great organizational skills, and solid judgment capabilities;
- Have excellent interpersonal, relationship-building, leadership, conflict resolution and listening skills;
- Are confident and effective communicating orally and in writing, to include preparing reports, journal articles, and blog posts;
Physical Environment/Physical Requirements:
Typical office environment working with computer software like G Suite, Slack, Zoom, etc. This role will require some travel.

Reporting Relationship

The Director for Climb United will report to the AAC CEO.

In addition, this role will collaborate with AAC team members, including Taylor Luneau (Policy Director), Heidi McDowell (Director, Events), Eddie Espinosa (Director of Community Programs), and Shane Johnson (Chief Marketing Officer).

About the AAC

The American Alpine Club (“AAC”) is a 501(c)(3) non-profit organization based in Golden, Colorado with over 25,000 members nationally. Founded in 1902 to support the research and exploration of mountainous regions, the AAC remains committed to supporting the climbing and human-powered outdoor recreation communities over a century later. Grounded in community and place, the AAC’s mission is to share and support our passion for climbing and respect for the places we climb. Through education, community gatherings, stewardship, policy, advocacy, and scientific research, the AAC strives to build a united community of competent climbers and healthy climbing landscapes.

Apply

All who love the AAC mission are encouraged to apply. Please email your resume and cover letter to hiring@americanalpineclub.org. Use “Climb United Director - [Your Last Name]” as the subject line – no phone calls please.

*The AAC is an equal opportunity employer. Your gender, religion, sex life, skin color, first language, and size and ability of your body do not factor into employment decisions here. Neither do your friends in high places. If you love our mission and are good at what you do, come as you are.*