



**Job Title:** Seasonal Adaptive Ski and/or Snowboard Instructor - (Part Time 3 days/week)

**Location:** Mt Bachelor and/or Hoodoo Ski Resorts, additional locations throughout Oregon

**Reports to:** Operations Director

**Job Summary:** Assist in the delivery of Oregon Adaptive Sports program activities. Instructors provide instruction to OAS participants in a fun and effective learning environment. Seasonal Adaptive Ski/Snowboard instructors work directly with OAS participants and volunteers on the snow in alpine, winter conditions. This is a physically and mentally challenging job that is at the forefront of the OAS mission.

### Major Tasks and Responsibilities

- Facilitate on-snow adaptive ski and snowboard experiences for OAS participants.
- Facilitate or participate in on-snow adaptive ski and snowboard trainings for OAS staff and volunteers
- Create a basic lesson plan matched to each student's ability and goals.
- Communicate instructions to students during the lesson, including but not limited to directives, technique and feedback.
- Complete progress notes following each lesson.
- Effectively engage volunteers in lessons and encourage others to volunteer with OAS.
- Implement and supervise safety/risk management protocols in a caring and fun environment for participants, volunteers and staff.
- Adhere to OAS Alpine Policies and Procedures.
- Adhere and educate others on the Skier Responsibility Code.
- Create a nurturing, positive and professional environment while promoting program policies and procedures amongst staff, volunteers and community.
- Be a positive representative and promoter of OAS programs, events, and activities in community.
- Provide referrals of resources including in-kind and monetary donations.
- Commit to continuing education in your field utilizing internal and external resources to ensure our programs sustain continual responsiveness and improvement.
- Communicate clearly, honestly, and respectfully with all staff, participants, parents, volunteers, management, co-workers and community partners.
- Be fully present and engaged while providing lessons or doing other assigned tasks.
- Attend and engage in required staff meetings and trainings.
- Adhere to OAS Values and Culture.
- Other duties as specified.

### Required Knowledge and Qualifications

- Independent, advanced skiing/riding skills.
- PSIA/AASI membership and certification preferred.
- Passion for working with people with disabilities.
- Able to attend all required training and satisfy work schedule needed by OAS.
- Commitment to a positive, fun, and team-oriented working environment.
- Successful completion of a background check.
- Demonstrated history of responsibility, dependability, and maturity.
- Ability to be flexible, creative, and adaptable to situations.
- Excellent communication skills: Proficient at speaking, reading and writing English.
- Ability to consistently lift, carry, and load equipment that weighs 50 plus pounds.
- Current First Aid card and CPR training (or willingness to obtain within 90 days).
- Clear background check and demonstrate clean driving record.

## Benefits

- Season Pass to home mountain pending minimum work commitment requirement.
- Mt Bachelor Bus Pass for Bachelor based instructors meeting minimum work commitment requirement.
- Access to industry pro deals.
- Community discounts with partner businesses.
- Funds for relevant continuing education, memberships and certifications per supervisor approval.

**Pay Rate:** Hourly; \$11 - \$18 per hour

**Status:** Seasonal; non-exempt. Bulk of work occurs December-March

**Hours:** Dependent on program schedule; includes regular weekend, afternoon, and holiday work. Instructors are assigned a specific schedule which they must adhere to and have shifts covered during absences. Additional work can be available during busy times.

## Winter 2018-2019 Critical Dates and Other Information:

As a new instructor you will be required to attend 5 days of staff training from 11/28 to 12/2. Your general work schedule will start December 14th and run through March 31st. Most instructors do not work after the close of Sunrise Lodge at Mt Bachelor. Mandatory trainings and meetings are paid time, further trainings and continuing educational opportunities will help you advance your skills but are usually not considered compensable time or required for employment.

11/28 - 12/2 ::Winter Staff Training Mandatory for All New Hires  
12/10-12/16 ::Volunteer Training Modules  
12/14-12/16 ::Dirksen Derby  
12/17 ::Bachelor Lessons Open  
12/22- 1/2 ::BUSY Holiday Week  
12/25 & 1/1 ::OAS Closed  
1/3, 1/4 ::Ski for Life Volunteer Training  
1/4 - 1/6 :: Hoodoo Volunteer Training  
1/8 - 3/8 & 3/14 ::Ski for Life School Groups on Tuesday, Thursday, Fridays  
1/25 - 1/27 ::Heroes XII  
2/3 ::Sunday Funday - Local Youth Ski Day  
2/16 - 2/17 ::CamPAH  
2/16 - 2/18 ::BUSY Presidents Weekend  
2/23 :: Hoodoo Inclusive Ski Deay  
2/23 :: ALL STAFF MID SEASON MEETING/ NIGHT SKI @Hoodoo  
3/8-3/9 ::Ski to Defeat ALS & Troops Triumph  
3/16:: Ski for All 2.0!  
3/23-3/31 ::BUSY Spring Break  
3/31 ::Sunrise Closes

## Other Information:

**Workday:** The general instructor work day is 9:00am to approximately 4:00pm. Some events or groups required altered start and end times. Hoodoo programs also vary slightly depending on transportation schedule.

**Minimum work requirement:** Mt Bachelor based instructors must commit to working a minimum of 28 days during the winter season to qualify for a season's pass as part of their employment with OAS. All 2018 positions that are being hired include this commitment, however if an instructors availability changes their season's pass may be revoked.

**Schedule:** All positions OAS is hiring for the 2018-2019 require weekend commitment for the duration of the 2018/19 season. Generally instructors will work a Friday, Saturday, Sunday or Saturday, Sunday, Monday schedule. Instructors commit to these schedules. Additional work is occasionally available on non regularly scheduled days. Instructors may occasionally request days-off/trade shifts with supervisor approval.