



BREAKING BOUNDARIES SINCE 1996

Job Title: Seasonal Adaptive Ski and/or Snowboard Instructor

Location: Mt Bachelor, with potential for occasional travel to additional locations throughout Oregon.

Reports to: Program Director, with supervision and oversight by Program Managers and Program Coordinators

Position Overview:

Assist in delivering life-changing outdoor experiences through Oregon Adaptive Sports. As an Adaptive Ski/Snowboard Instructor, you'll create a fun, engaging, and supportive learning environment while working directly with athletes/students and volunteers on the snow. This physically and mentally demanding role is at the heart of OAS's mission, helping people with disabilities build skills, confidence, independence, and a lifelong connection to the mountains.

OAS is an equal opportunity employer and is committed to creating an inclusive organizational environment. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or Veteran status.

Requirements:

- Successful completion of a background check.
- Technically advanced, independent skiing/riding skills.
- Ability to teach between 2 and 5 days per week throughout the season.

Summary of duties and responsibilities:

- Facilitate on-snow adaptive ski and snowboard lessons and events for OAS athletes.
- Attend pre-season and ongoing classroom and on-snow training and required meetings.
- Ability to create a basic lesson plan matched to each athlete/student's ability and goals.
- Provide skill-based instructions to athletes/students during the lesson.
- Complete progress notes following each lesson.
- Help properly maintain equipment upkeep and organization.
- Facilitate outdoor recreation activities in all weather conditions.
- Effectively engage volunteers and family members in lessons.
- Implement safety and risk management protocols.
- Adhere to and comply with OAS Policies and Procedures.
- Adhere to and educate others on the Skier Responsibility Code.
- Ability to consistently and safely lift, carry, and load equipment that weighs up to 75lbs including adaptive sit-skis and other sports equipment.
- Physically assist athletes/ students with transfers, chairlift loading/unloading, and getting up from the snow.
- Be a positive representative of OAS programs, events, & activities in the community.
- Other duties as specified.

Preferred Skills/Certifications:

- PSIA/AASI membership and certification preferred.
- Experience teaching snowsports preferred.
- Experience working with people with disabilities is preferred.
- Ability to communicate effectively with a variety of communication styles, including people who are non-verbal or use alternative communication devices or strategies.
- Strong facilitation and communication skills, including proficiency in spoken and written English.
- Commitment to a positive, collaborative, and team-oriented work culture.

Pay Rate: Hourly; \$20 - \$28 per hour; dependent on experience and certifications.

Status: Seasonal; non-exempt. Bulk of work occurs December through mid-April.

Please note that Oregon is an “at will” employment state, the terms described here do not create any contractual rights to either a term or position of employment. All OAS employees are expected to work their scheduled shifts barring any resort closures or extreme weather limitations. Employee hours are based on program demand and in the event of a lapse of resort operation or other factors causing an unexpected drop in programming there may be a resulting reduction in available work or alterations to the employee’s term of employment

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 or special events.

Benefits:

- Season pass to Mt Bachelor for instructors committed to at least 28 days of teaching.
- Season pass to Mt Bachelor shuttle bus from Bend.
- Paid classroom and on-snow training, and ongoing learning opportunities.
- Reimbursement for PSIA dues and most certifications, pending return to instruction.
- Access to pro-deals with outdoor industry retailers.
- Frequent social and appreciation events.

Schedule:

Workday:

The typical instructor work day is generally 8am - 4pm, starting from the Sunrise Lodge of Mt. Bachelor. Some events or groups require altered start and end times. Additionally, there are occasional evening trainings and meetings scheduled throughout the season.

Season:

The 2026-27 winter season for OAS will run from approximately December 1st through April 18th. Instructors are expected to commit to a weekly schedule of two to five days of instruction per week, with total hours averaging between 8-35 per week depending on part-time or full-time status. Exact schedule, season start and end dates are subject to change due to resort operations and snow levels.

How to Apply:

Please email a brief introduction and your resume, including two professional references, and your desire for part-time or full-time employment to hiring@oregonadaptivesports.org. OAS staff will follow up with all candidates. The first round of applications will be reviewed Sept 1st.