



Job Title: Seasonal Adaptive Ski and/or Snowboard Instructor

Location: Hoodoo Ski Area, 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 - \$26 per hour; dependent on experience and certifications.

Status: Seasonal; non-exempt. The bulk of work occurs December through 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.

Benefits:

- Full season pass to Hoodoo for instructors committing to at least 24 days of teaching (2 days per week).
- 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 commences at 8:30am at the OAS room at Hoodoo Ski Area and concludes at approximately 4:00pm. 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 at Hoodoo for OAS will run from approximately December 26, 2026 to March 28th, 2027, Thursday through Sunday. Early season paid training will take place at OAS Headquarters and Mt. Bachelor in Bend starting December 1st.

Instructors are expected to commit to a weekly schedule of 2-4 days of on-snow instruction per week. 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.