



## BECOME A SKI/ SNOWBOARD INSTRUCTOR AT BRIDGER BOWL SKI AREA

Our instructors love being on the mountain, making turns in some of the best powder in North America, at a resort that continues to draw skiers and riders from all over the world. Equally important, our instructors, with their genuine passion, enthusiasm and knowledge, inspire snowsports enthusiasts of all ages to ride to the best of their abilities. A supportive training environment and staff will hone your skiing and snowboarding skills, your ability to visualize and break down movement, and assist you in developing a multitude of ways to guide and support your guests. Sharing in the excitement of their student's success, time to explore our mountain during non-teaching hours and being a part of a not-for-profit community centered organization are some of what brings our instructors back year after year.

### WE ARE LOOKING FOR PEOPLE WHO ARE:

- High intermediate through expert alpine skiers/ snowboarders. Dual discipline is an asset.
- Friendly and approachable and are good listeners
- Available to work a weekly schedule from early December to early April including holidays.
- Interested in self improvement.
- Professional in appearance and demeanor.
- Creative thinkers who are willing to get down and silly and play on snow while coaching kids.

### BENEFITS

- FT: Season pass for self and immediate family, or pass for self and 5 day tickets to give out.
- PT: Season Pass for self or lift tickets depending on time/day commitment.  
**(If you have already purchased a season pass and get hired - you will be refunded.)**
- Complimentary skiing at other Montana ski areas and reciprocal agreements with other areas including Gran Targhee. (FT: 2 days per resort, PT 1 day per resort)
- Food discount (40% off).
- Equipment Discounts (to qualified employees, through manufacturer reps).
- Locker facilities in Saddle Peak Lodge.
- A solid foundation in ski instruction.
- New instructor training, in-house professional Level I Alpine/ Snowboard instructor certification (small fee may apply) and continuing education towards higher teaching/ performance standards and advanced levels of certification.
- A uniform parka is provided for your use at the resort while teaching. You must provide your ski/ snowboard equipment, black ski/ snowboard pants, and coordinating accessories.

### HOURS AND PAY

Instructing is a paid position, not volunteer, but is not like a 9-5 job. You are paid an hourly rate for those hours during which you teach assigned lessons. Starting wage for a new non-PSIA certified instructor is \$9.00/ teaching hour. Wages adjustments are made for each level of PSIA/AASI certification and professional snowsports school teaching experience.

Request privates (when someone from your lesson wants to come back and take a private lesson from you) are paid at 50% of the Snowsport School's gross (ie: instructor receives \$40 for a 1 ½ hour private).

We hire for the full season which runs from early December through early April. There is no guarantee of receiving a set number of teaching hours on a daily basis, but if you are teaching a multi-week program, you can generally count on those hours for the duration of the program. Average teaching hours per day are 3½. Hours can be increased by developing request private business.

### WORK SCHEDULE

You will have a set schedule for the season, working the same days of the week. Full time instructors work 4 or 5 days a week, including one weekend day. Part time instructors work weekends. Many work additional days or mornings midweek. You will be asked to provide us with the days and times you are available to work prior to hiring. We will compare your availability to our expected needs and later use this information to create your schedule. If you are an MSU student and plan to work midweek in addition to weekends, we will create a first

semester (December) schedule for you. You will need to determine your spring schedule of classes and let us know what days you can work ASAP, so that we can set your Jan – April schedule.

***The nature of a seasonal job means that for the duration of the four month season you will be expected to be available to work on your scheduled days. Anyone hired to teach weekend programs will need to have completed Bridger Bowl required training during the month of December and be ready to teach when programs begin the first week of January.***

**CHRISTMAS AND SPRING BREAK ARE PEAK TIMES IN OUR BUSINESS.  
EXPECT TO WORK YOUR NORMAL SCHEDULE.**

## **THE HIRING PROCESS**

Please complete an application on line at [www.bridgerbowl.com](http://www.bridgerbowl.com). You may also attach a resume to your application. Or complete an application in the administration office at:

Bridger Bowl Ski Area  
15795 Bridger Canyon Rd, Bozeman, MT 59715  
(406) 587-2111

After reviewing applications and resumes, we will select people to interview. We will be conducting interviews in October and November This may be a face to face interview or it may be an on-snow skiing/riding interview, referred to as the **Hiring Clinic**.

If you are invited to attend the on snow interview (Hiring Clinic), it is normally scheduled for a weekend in mid November or early December, depending on snow. We will form small groups led by our trainers, who will observe your personal skiing/ snowboarding and communications skills and present teaching and skiing/ riding concepts.

## **ABOUT BRIDGER BOWL SNOWSPORTS SCHOOL**

Bridger Bowl is a fun local ski area that also caters to guests from around the world. Our staff consists of approximately 30 full time and 80 part time instructors. About half of the lessons we teach are multi-week programs for adults or youth. When you are assigned to a multi-week program, you will work with the same students for 4-9 weeks.

The other half of our business consists of group and private lessons. Most of the lessons are alpine skiing, approximately 25% are snowboard and 1% are telemark skiers. As the majority of our lesson takers are children, our focus is on hiring instructors who enjoy working with youth.

## **TRAINING**

A basic level of teaching competency and knowledge of Bridger Bowl's teaching system, terrain, policies and procedures needs to be reached before you will be assigned a lesson. Initial training may begin prior to ski area opening and continue through the month of December. You will be paid a training wage (\$8.00/ hr) during the required initial training clinics.

Christmas is a busy time in the ski business. Newly hired experienced instructors may be teaching. New instructors will complete initial training, observe classes being taught, and begin teaching as needed. **Anyone hired to teach weekend programs will need to be trained and ready to teach when programs begin on the first weekend in January.**

Ongoing training is available throughout the season for those seeking further personal development or who wish to pursue certification. Bridger Bowl has had an excellent pass rate at nationally recognized certification exams. Level I PSIA alpine /AASI snowboard certification exams may be held here at Bridger for those who wish to attend. Level II and III exams are also offered through our division of the American Association of Snowsports Educators.

We hope you will choose to pursue instructing with us! Please call for any additional information you need.