

BECOME A SKI/ SNOWBOARD INSTRUCTOR AT BRIDGER BOWL SKI AREA

OUR SNOWSPORTS SCHOOL CULTURE:

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. With their genuine passion, enthusiasm and knowledge, our instructors continue to inspire snowsports enthusiasts of all ages to ski and 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 your student's success and being a part of a not-for-profit community centered organization are some of what brings our instructors back year after year.

OUR MISSION:

We encourage life-long participation in snowsports within our community by providing top notch lessons and programs at the best possible value to all ages and ability levels. We are dedicated to hiring and growing professional instructors and our reputation is unsurpassed.

OUR VALUES:

We are looking for individuals with the right skill blend to add to our staff.

- ✓ High intermediate through expert alpine skiers/ snowboarders who are coachable and willing to improve. Dual discipline is an asset.
- ✓ Friendly and approachable with excellent communication skills. Ready to provide the best in guest service to our customers.
- ✓ Professional in appearance, demeanor and attitude.
- ✓ Safety focused with sound decision making skills.
- ✓ Creative thinkers who are willing to get down and silly, and play on snow while coaching kids. Our instructors thrive on teaching everything from children to seniors – understanding the ever changing needs and perspectives of our guests keeps our days fresh!

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.)
- FT: Two days (PT: One Day) of complimentary skiing at other Montana ski areas and Grand Targhee.
- Food discount (40% off).
- Equipment Discounts (to qualified employees, through manufacturer reps).
- Locker facilities in Saddle Peak Lodge.
- A solid foundation in ski instruction.
- We offer our staff PSIA/AASI Level I Alpine/ Snowboard instructor certification as well as free training and continuing education towards higher teaching/ performance standards and advanced levels of certification.
- A uniform parka is provided for the season at no charge. The parka is for your use at the resort while teaching. You must provide your ski/ snowboard equipment, black ski/ snowboard pants, and coordinating accessories.

THE HIRING PROCESS

Applications will be reviewed beginning in mid-September. Please complete an application on-line at 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

Do not expect replies to submitted applications until late September.

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

HOURS AND PAY

You are paid an hourly rate for those hours during which you teach assigned lessons. In general, starting wages are:

New Instructor \$10.50/ teaching hr
PSIA/AASI Level I \$11.00/ teaching hr
PSIA/AASI Level II + \$12.00/ teaching hr - plus additional based on experience
PSIA/AASI Level III \$13.50/ teaching hr - plus additional based on 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 \$57.50 for a 1 ½ hour private).

The amount of work available may fluctuate with snow and business volume. 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. Available work may range from 1.5 hours a day to 6 hours a day. Average teaching hours per day is 3.8. 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 and many work additional days or mornings midweek. You will be asked to provide us with the days and times you are available to work upon application. We will compare your availability to our expected needs and create your schedule. If you are an MSU student and plan to work midweek in addition to weekends, you will need to provide us your spring schedule of classes and let us know what days you can work ASAP, so that we can determine 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 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.**

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. **This is provided through a series of new hire clinics which you are required to attend. These training clinics run on weekends beginning mid-November and carrying through the month of December depending on snow.** You will be paid a training wage (\$8.05/ 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. **Instructors need to be trained, available 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, teach higher levels of classes 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 will 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.

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 100 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 4-10 weeks.

The other half of our business is comprised of group and private lessons. Most of the lessons are alpine skiing, approximately 14% 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.