



ALPINE RACE PROGRAM MANAGER - JOB DESCRIPTION

Position Reports to: Director, Mountain Sports School
of Direct Reports: 1 # of Indirect Reports: 40
Location: Mountain Sports School
Job Status: Exempt, salaried
Job Classification: Flex Year Round (9 months/year, benefit eligible)

ABOUT ALTERRA MOUNTAIN COMPANY

Alterra Mountain Company is a community of 14 iconic year-round destinations, including the world's largest Heli-Ski operation. The company owns and operates a range of recreation, hospitality, real-estate development, food and beverage and retail businesses. Headquartered in Denver, Colorado with destinations across the continent, we are rooted in the spirit of the mountains and united by a passion for outdoor adventure. Alterra Mountain Company's family of diverse playgrounds spans five U.S. states and three Canadian provinces: Steamboat and Winter Park Resort in Colorado; Squaw Valley Alpine Meadows, Mammoth Mountain, June Mountain and Big Bear Mountain Resort in California; Stratton in Vermont; Snowshoe in West Virginia; Tremblant in Quebec, Blue Mountain in Ontario; Deer Valley in Utah; Crystal Mountain in Washington; Solitude in Utah and CMH Heli-Skiing & Summer Adventures in British Columbia. We honor each destination's unique character and authenticity and celebrate the legendary adventures and enduring memories they bring to everyone.

RESORT OVERVIEW AND CULTURE

Stratton was established in 1961, and expanded rapidly into one of Vermont's largest ski areas. Stratton sits at 3,875 feet and offers a beautiful view of the Green Mountains. Its ski area covers 670 acres and includes 97 ski trails for the enjoyment of skiers and snowboarders of all levels. One of the most powerful snowmaking systems in Southern Vermont, Stratton has snow guns on 93% of the mountain allowing us to offer impeccable snow conditions. Stratton has an average annual snowfall of 180 inches (460 cm). Stratton also ranks in the top 10 (SKI Magazine) for snow, grooming, lifts, terrain parks, service, lodging, dining, on-mountain food, après and nightlife.

At Stratton, we are a team of people who work extremely hard and take our jobs very seriously, without forgetting how to laugh and have fun. We choose people that display the talent and attitude that exemplify the high level of service our guests expect and deserve.

We are committed to creating a positive environment that is open and friendly for guest and employee alike. We strive to deliver a rewarding and enduring employee experience because happy, excited, highly motivated, loyal and productive employees are the secret to achieving our strategic goals, which create value for you, for our guests and for Alterra Mountain Resort.

POSITION SUMMARY

The Stratton Winter Sports Club's (SWSC) Alpine Race Program Manager will provide leadership, direction, coordination and guidance in developing and achieving Race program goals and objectives. This position requires working well within a team environment, as well as oversight, execution and management of all Race program financials and program related issues. Provide a progressive, cutting edge on snow training program using the most current and up-to-date coaching philosophies and techniques in accordance with USSA coaching philosophies to draw a motivated and talented athlete base. Will directly coach athletes in an enthusiastic and effective manner that helps the participants set and achieve goals in advanced skiing technique and competition to inspire lifelong enjoyment in sport.

ABOUT THE SWSC

Stratton's ski racing program is designed for progression from first-time racer to seasoned competitor and for ages 6-19 as well as Masters Programs. We fuel a lifetime of passion for mountain sports alongside a fun team of ski racers under the guidance of high level, certified US Ski & Snowboard coaches. Our athletes develop at their own pace while competing in State, Regional, and National Level event at the junior and FIS level. The SWSC Alpine program is coming off of its most successful year to date, with 305 racing athletes (the largest program in Vermont!) and a fantastic group of coaches, parents and volunteers. SWSC hosted 14 races, 2 VARA projects, including the U14 State Championships and Eastern Masters Championships.

ESSENTIAL DUTIES

- Lead, motivate, train, develop and manage race head coaches, coaching staff & event crews.
- Recruit, organize and manage program coaching staff including scheduling, performance planning and evaluations.
- Develop a plan that builds a strong race program, creates smart growth considering our stakeholders (internal & external), and continues to be a positive program in the Stratton Mountain Community.
- Maintain proficient understanding of legal and risk management issues as directed by the Director and industry. Provide communication of appropriate information to staff for implementation.
- Develop and administer a safety program delivering the highest safety standards for athletes, coaches and resort guests in all training and race environments.
- Prepare and manage to current fiscal budget metrics and targets.
- Pro-actively manage labor and expenses, identifying opportunities and correcting irregularities.
- Maintain a strong customer relationship and employee engagement programs that ensure satisfaction remains at the highest level possible. Communicating effectively with parents, athletes and coaches.

- Prepare and implement technical teaching progressions, methodologies and curriculum for daily training for athletes in conjunction with Director and Training Manager.
- This job description is an overview of the scope of responsibilities and is not intended to be an inclusive list of job tasks and expectations. With the evolution of the resort and position, the responsibilities of this position may change.

OTHER DUTIES

- Conduct coaches & athlete goal setting meetings at the start of the year, review throughout the season, and provide end of the season evaluations.
- Provide regular feedback and end of season evaluations to Race Coaching staff.
- Provide leadership of daily training for athletes.
- Set and maintain courses and closures, following course setting standards of the US Ski and Snowboard and FIS.
- Assure that all facilities and equipment are properly maintained and stored.
- Coordinate team travel to all events and other local, regional and national competitions.
- Responsible for athlete supervision, van transportation, team captain's meeting representation, accommodation, lodging check-in/out, and on-hill coaching duties at these events.
- Manage the inventory of equipment and replacement timelines associated with the operation.
- In coordination with other departments, administer and enforce the articles of the Skier Safety Act/Responsibility Code to ensure a reasonable skiing environment for guests and employees.
- Maintain proficient understanding of technological and philosophical advances in within the ski racing industry associated with areas of responsibilities to ensure changes are incorporated into department operations and/or issues are reviewed for future consideration.
- Actively participate and maintain relations with outside agencies that pertain to Ski Racing; VARA, USSA and other state and regional organizations
- Develop and communicate to staff the short and long-range strategic plan, program planning, goals, and objectives. Oversee the implementation of said strategies
- Conduct and maintain regular performance reviews on all direct reports
- Ensure staff receive an overall positive employee experience.
- Other duties as requested by the Director or Assistant Director of Mountain Sports School.

EDUCATION & EXPERIENCE REQUIREMENTS

Education: Bachelor's degree in Business or another related field preferred.

Experience:

- Supervisory & proven leadership experience.
- 7+ years of similar program leadership experience
- Strong reputation and understanding of competitive winter sports program planning and experience in staff and parent/athlete management.

QUALIFICATIONS, KNOWLEDGE, SKILL AND ABILITY REQUIREMENTS

- Must be a team player and open to new ideas and changing priorities.
- Superior organizational skills required

- Strong financial and business-related skills including budget administration and analysis, superior management skills and interpersonal skills.
- Must be a problem solver and strategic thinker, quickly grasping any situation and providing solutions.

TRAVEL REQUIREMENTS

Occasional travel for events, conferences and related training.

To Apply, visit www.stratton.com/jobs, or email KGreene@stratton.com for more information and direct link to application.