



**Date: April 5, 2021**

## **Job Description: AIARE Instructor Trainer**

### **Company Overview**

AIARE was established as a 501(c)3 tax exempt non-profit educational organization in 1998 and develops professional and recreational avalanche training for backcountry users. AIARE's Recreational Program is used by over 100 Course Providers and 450 AIARE-trained Instructors reaching over 11,000 recreational students each year. AIARE's Professional Avalanche Training Program develops curriculum for and instructs professionals to promote workplace safety. For our curriculum and training, we gather the latest knowledge, research, and ideas in avalanche safety to create avalanche training courses that reflect the needs of today's backcountry travelers and professionals.

### **Position Summary**

AIARE Instructor Trainers deliver AIARE Instructor Development courses including the AIARE Course Leader Training, AIARE Instructor Training, and all AIARE Instructor Continuing Education courses. Instructor Trainers work together as a team with the AIARE Rec Program Director to develop curriculum and deliver programs via classroom and field courses, webinars, and written articles.

### **Reports to**

Recreational Program Director

### **Primary Tasks**

AIARE Instructor Trainers:

- Deliver AIARE Instructor Training and Course Leader Training programs
- Participate in review and development of Instructor Training curriculum
- Develop and deliver professional development for current AIARE Instructors

There are also opportunities for experienced Instructor Trainers to contribute to Recreational Curriculum development, train and mentor new instructor trainers, provide mentorship to AIARE Course Leaders, and consultation to AIARE Course Providers.

### **Working Conditions**

This position requires travel and the ability to work remotely. Instructor Trainers must have their own cell phone and laptop. Course days may involve teaching all day with evening prep work. In addition to course instruction days, contracts include building lessons and preparing venues in advance of their courses and writing participant evaluations post course. AIARE provides some uniform pieces, but Instructor Trainers must have their own travel equipment, first aid, and rescue gear. AIARE provides in-field and emergency communication equipment.



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## **Time commitment**

This is a North American winter-seasonal position. AIARE Instructor Trainers are expected to teach at least two courses. This is a seven-day work commitment per course for five days of course instruction, two prep and evaluation days, plus travel. In addition, Instructor Trainers are also expected to teach four to five one-day continuing education courses each season.

The Instructor Trainer team generally meets in person during the Fall, and then meets virtually via a series of video conference calls in the spring.

We make every attempt to both hire and staff our courses to minimize travel, however travel for courses may be required.

## **Qualifications**

- Ten years of experience as an avalanche professional or equivalent outdoor and risk management experience
- Significant experience (at least three seasons) as an AIARE Course Leader on AIARE 1, 2, and Avalanche Rescue courses
- Experience that demonstrates the ability to train professionals and/or teach people how to teach
- Experience as an avalanche professional in addition to avalanche education such as a ski patroller, forecaster, snow safety manager, highway worker, or guide
- Valid Wilderness First Responder Certificate (70 hrs)

AIARE considers geographic representation of Instructor Trainers that best serves the geographic distribution of our Course Providers in our hiring process.

## **Desired qualifications**

- Education degree or equivalent experience in education, adult education, curriculum design, coaching, or learning and development
- Ski Guide (AMGA or ACMG) or Mountain Guide (IFMGA) or equivalent certifications in the applicants mode of travel
- Experience working for an A3 professional course provider

## **Limitations and Disclaimer**

This job description indicates, in general, the nature and levels of work, knowledge, skills, abilities, and other essential functions (as covered under the Americans with Disabilities Act) expected of an incumbent. It is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities required of an employee. An employee may be asked to perform other duties as required.

## **Compensation and Start Date**

AIARE will be hiring for this position in June 2021. Training will commence in September with teaching commitments that would begin in November of 2021.



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Compensation includes wages that begin at \$300/day, pay for travel time, coverage of travel expenses, and per diems. Courses are paid on fixed contract plus travel. Curriculum work is compensated at an hourly rate. We strive to be industry competitive with daily rates, per diems, and travel reimbursements.

### **How to apply**

Interested applicants should submit an application package that includes the following in a MS Word, Google Doc or PDF format:

- A cover letter indicating why the applicant wants to join the AIARE Instructor Trainer team and explains how the applicant's experiences meet the qualifications of this position.
- A resume that highlights their relevant professional experience for this position
- A writing sample that answers the following questions (no more than 500 words per question)
  - The Instructor Trainer position is primarily a job of teaching people how to teach specific content and curriculum. What is your educational philosophy or approach to this type of training?
  - Describe your approach to instructional coaching and giving feedback. Please include a 4-5 sentence example of narrative feedback you would give a student about their instruction.

Email a complete application package to [jobs@avtraining.org](mailto:jobs@avtraining.org). Please include "AIARE Instructor Trainer" and your name in the subject line of the email.

We will conduct interviews on a rolling basis beginning April 26, 2021. Interviews will include a 10 minute teaching demonstration on a topic of the applicant's choosing from the AIARE recreational curriculum. This job will remain open until filled.