

## **AIARE PRO Instructor Job Description & Qualifications**

**Date: April 5, 2021**

### **Company Overview**

AIARE was established as a 501(c)3 tax exempt non-profit educational organization in 1998.

AIARE develops Professional and Recreational avalanche training for backcountry users in the United States, with programs also running in South America, Asia, and Europe. AIARE's Recreational Program is represented by over 100 Course Providers and 450 AIARE-trained Instructors; in the 19/20 season AIARE had over 11,000 participants come through our recreational courses. AIARE's Professional Avalanche Education Program designs the training and instructs professionals to promote workplace safety. Following the A3 PRO/REC split in 2017, AIARE has reached over 400 professional level candidates in its training programs. 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 PRO Instructors deliver AIARE Professional Level 1 and 2 avalanche courses. Staffing on AIARE PRO Programs is guided by the instructor qualifications and applicant's previous work experience. The AIARE PRO Program Director will work with PRO Instructors to curate a staffing and professional development plan for each individual.

### **Reports to**

PRO Program Director

### **Primary Tasks**

Deliver AIARE PRO Courses:

- Give presentations in both a classroom and field setting.
- Demonstrate and role model skills and techniques in the field.
- Coach, provide feedback to, and evaluate students.
- Move groups of students through terrain during field sessions.
- Review and improve the AIARE PRO Program with the entire PRO Instructor Team.

AIARE PRO Instructors are selected for their teaching ability and experience as well as their operational avalanche experience. PRO Instructors must be skilled communicators who are familiar with and apply best practices in avalanche risk management.

### **Working Conditions**

This position requires some travel and the ability to work remotely. PRO Instructors must have their own cell phone and computer. Course days may involve teaching all day with evening prep work. AIARE provides some uniform pieces, but PRO Instructors must have their own travel equipment, first aid, and rescue gear. AIARE provides in-field and emergency communication equipment.

## **Time commitment**

This is a North American winter-seasonal position, with some limited opportunities for South American winter work. AIARE PRO Instructors are expected to:

- Teach a minimum of one program a year
- Attend the pre-season PRO Training, a 2 day meeting held in the fall of each year.
- Meet virtually in a series of calls throughout the season, including a season debrief.
- Attend A3 Pro Training Workshops according to the requirements in the [A3 Guidelines](#)

The PRO 1 Courses require a commitment of 7 days plus travel time, and the PRO 2 Course is a commitment of 8 days plus travel time. We make every attempt to both hire and staff our courses to minimize travel, however some travel for courses may be required.

## **Qualifications**

*The following list includes minimum qualifications for hiring AIARE PRO Program staff.*

### **Professional Training and Affiliations**

- A3 professional member in good standing.
- One or more of the following:
  - AIARE Trainer or Course Leader in good standing
  - Veteran industry professional with verified resume (additional references required)
  - Seasoned instructor with experience teaching with other A3 Pro Course Provider Alliance members
- AIARE Pro 2 Certificate or equivalent
- Valid Wilderness First Responder Certificate or equivalent (OEC, EMT, WEMT)

Applicants who are outside of the AIARE Trainer or Course Leader pool may be asked to observe or teach AIARE Rec and/or PRO programs as part of their PRO Instructor development.

AIARE considers geographic representation of PRO Instructors that best meets the geographic representation of PRO course demand.

### **Operational and Instructional Experience**

- 10 years (or at least 200 days) of professional avalanche work experience (not including avalanche course instruction). The work includes experience as a supervisor. The applicant's resume is supported by professional references. Ideally the experience includes two or more industry segments (e.g. forecasting and guiding, or patrolling and research...).
- 10 years of instructing experience, including recreational avalanche courses, guide courses, or other outdoor educational programs,

- Practical work experience in a variety of snow climates and experience mentoring and instructing colleagues (professionals).

### **Desired qualifications**

- Ski Guide (AMGA or ACMG) or Mountain Guide (IFMGA)
- Attendance at an A3 Pro Trainer Workshop
- 10+ years instructing avalanche courses, including course leader experience on all three recreational courses: the AIARE 1, Avalanche Rescue, and AIARE 2 courses. Ideally, Pro Instructors have experience as an AIARE Instructor Trainer.
- Education degree or equivalent experience in education, adult education, curriculum design, coaching, or learning and development

### **Note About Instructors in Development:**

Pro instructors in development are required to attend a pre-season training session prior to instructing their first PRO course. Instructors in Development gain course experience by observing a PRO course and receiving a "light" instructional load for the first course or two. This "overstaffing" of courses provides the opportunity for on course mentoring and observation and ensures new instructors can rotate groups and observe experienced instructors and observe the evaluation process prior to grading course participants. Full course attendance (as opposed to partial course attendance) is mandatory—including prep days.

### **Professional Instructor Questions for Application**

- What specific mentorship have you received in the professional industry that has aided your development?
- What do you feel is needed to inspire and develop the next crop of emerging practitioners?
- Observation skills vs. ability to manage terrain. Which is more important for a PRO 1 student to walk away with and why?
- PRO 2 students come to our courses with a depth of experience, how do you see applying your background to reach a broad contextual swath of pros and why should they listen to your guidance?
- What is the single biggest challenge facing the professional avalanche industry in your opinion?
- Why are you a Member of the A3 and what does membership in the organization do for you?
- Given your work in the industry, how many courses do you think you could work in the next season? Are you willing to travel and work in a classroom environment?

### **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**

The hiring process for AIARE PRO Instructors is a multi-season process. Candidates will shadow and guest lecture on course this year, with teaching commitments to begin in the 2020-2021 season.

Pay starts at \$300/day, including pay for travel and per diem while traveling. Curriculum work is compensated at an hourly rate starting at \$25/hr.

## **How to apply**

Interested applicants should submit an application package that includes 1.) a cover letter that indicating why the applicant wants to join the AIARE PRO Instructor team and explains how the applicant meets the qualifications of this position, 2.) a resume that highlights their relevant experience along with the contact information of three references that can speak to the applicants qualifications for this position. 3. Include answers to the specific questions for the PRO Program. Email complete application packages to [jobs@avtraining.org](mailto:jobs@avtraining.org). Please include your name and "AIARE PRO Instructor" in the subject line of the email. Applications will be accepted until May 1, 2021. File format for all documents should be PDF, with the following naming convention PROCover\_lastname.pdf, PROResume\_lastname.pdf, PROQuestions\_lastname.pdf