AIARE Instructor Trainer

Date: June 1, 2024

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 nearly 700 AIARE-trained Instructors. AIARE’s Professional Avalanche Education Program designs the training and instructs professionals to promote industry standards and increase workplace safety. Following the A3 PRO/REC split in 2017, AIARE has reached over 700 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 Instructor Trainers train working avalanche professionals and experienced backcountry travelers to instruct and course lead AIARE recreational courses. This includes delivering the Instructor Training Course, Course Leader Training as well as continuing education and professional development courses. The AIARE Operations Director will work with Instructor Trainers to curate a staffing plan each season.

Reports to

Operations Director

Primary Tasks

AIARE Instructor Trainers:

- Deliver AIARE Instructor Training and Course Leader Training programs.
- Provide presentations in both classroom and field settings.
- Move groups of students through terrain during field sessions.
- Demonstrate and role-model skills and techniques in the field.
- Participate in review and development of the Instructor Training curriculum.
- Develop and deliver Continuing Education to current AIARE Instructors, which includes avalanche industry best practices, adult education techniques, and current research in education, hazard assessment, risk management, and human behavior that influences the delivery of recreational avalanche courses.
- Adhere to the AIARE Operational Risk Management Plan.
Working Conditions

This position requires travel and the ability to work remotely. Instructor Trainers must have their own cell phone and laptop. Courses take place in classrooms and/or virtually as well as in a winter mountainous backcountry field venue. 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. Beyond field responsibility, Instructor Trainers will liaise between program administration and field staff.

AIARE provides some uniform pieces annually, but Instructor Trainers must provide their own travel equipment, first-aid, and rescue gear. AIARE provides in-field and emergency communication equipment in the form of two-way radios. A reimbursement for Satellite Communications Plans used during the course is offered.

Time Commitment

This is a North American winter-seasonal position. AIARE Instructor Trainers are expected to:

- Teach a minimum of two programs a year and display a willingness to teach year over year.
- The Instructor Trainer team meets during the fall to review curriculum updates and programmatic expectations for the operational season. Virtual trainings are common, with opportunities for in-person meetings as necessary.

The ITC and CLT are generally a 7-day work commitment plus paid travel time to and from the venue. This typically looks like some time ahead of the course at the trainer’s discretion for course prep, a day of travel, a day of prep, five days of course instruction, a day of evaluation, and another day of travel.

We make every attempt to both hire and staff our courses to minimize travel; however, travel for courses may be required and will mean being away from home for up to 9 days at a time.

All coursework, training, and workshops are paid at a daily or administrative hourly rate. A work agreement for each commitment will be provided before the start of the course.

Qualifications

The following list includes the minimum qualifications for hiring AIARE Instructor Trainer staff.

- Significant experience (at least three seasons) as an AIARE Course Leader on AIARE 1, 2, and Avalanche Rescue courses.
- Commitment to the work of creating inclusive and equitable workplaces and learning environments.
- Demonstrated ability to establish and maintain a productive learning environment with coworkers and students.
Experience and demonstrable ability (through teaching interviews) to train professionals and/or teach experienced practitioners how to teach.

- Ten years of experience as an avalanche professional or equivalent outdoor and risk management experience.
- Valid Driver’s License.
- Valid Wilderness First Responder Certificate and CPR (70 hrs).
- Ability to legally work in the U.S.

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 applicant’s mode of travel.
- Experience working for an A3 professional course provider.

AIARE is committed to building an inclusive workplace whose staff represents the diversity of people and the modes by which they travel in the backcountry. We also consider the geographic representation of prospective hires to complement the current geographic distribution of our team in best meeting the needs of our Course Providers. We are currently seeking Instructor Trainers that live and work in California and Washington.

We budget professional development funds each year to train and build the experience of talented educators who may not yet have the required professional experience with the potential of becoming Instructor Trainers in the future. If you believe your background and experience could be a valuable addition to the AIARE team, we encourage you to apply and outline your experience in your cover letter.

Qualifications for Motorized Instructor Trainers

(in addition to the above)

AIARE recognizes the impact and importance of having instructors who represent the motorized community and are looking for motorized practitioners with the following skills:

- Expert-level riding ability and familiarity with a variety of machine types are required. A skills assessment or verification of riding ability may be requested.
- Dedicated motorized practitioners who do the majority of their movement in avalanche terrain on a snowmachine.
- Familiarity with the snowmobile industry needs.

While an increasing number of skiers and snowboarders are using sleds for access and are quite competent riders, their engagement and contact with the motorized communities are often limited. To drive genuine connection and to better serve our motorized community members, we will prioritize applicants who are predominantly working on snowmachines.
Note About Trainers in Development:

Instructors Trainers in development gain course experience by observing an ITC/CLT course and receiving a minimum instructional load for the first course. This overstaffing of courses provides the opportunity for on-course coaching and observation while ensuring trainers can rotate groups. This allows individuals to observe experienced trainers and understand the process before providing feedback to course participants. Full course attendance (as opposed to partial course attendance) is mandatory—including prep and eval days.

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 Instructor Trainers can be a multi-season process. Candidates coming in with the minimum experience listed will work as an Instructor in Development (as noted above), with full instructor commitments to begin in the same season or the following season as applicable.

Instructors in Development are paid a flat course stipend of $275/day and reimbursed for travel/lodging expenses. Pay for entry-level Instructor Trainers starts at $350/day, including pay for travel and per diem while traveling. A motorized stipend of $100/day is paid when using your machine on a course. Our pay scale is multi-tiered with opportunities to advance over time. Applicants with higher levels of qualification are eligible for different pay during their first season. Our highest-paid tier is currently $425/day.

How to Apply

Interested applicants should submit an application package by **July 15** 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 with little or no formal educational training how to teach specific content and curriculum. What is your approach to this type of training?
  - Imagine that an Instructor Training Course participant delivers a lesson that demonstrates fluency with the curriculum, but does not engage the audience (e.g. a lecture delivered in cold, windy conditions and the students’ only participation was to answer a couple of questions). Demonstrate your instructional coaching approach with a 4–5 sentence example of narrative feedback you would give this ITC participant. Create a specific imaginary scenario for yourself so that you can give specific feedback.
Imagine that you overhear an ITC participant make an inappropriate remark (e.g. a sexist or homophobic joke) in an informal interaction with another participant. How would you handle this situation? What would your next step(s) be?

Email a complete application package to 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. 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.