AIARE PRO Instructor

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 PRO Instructors deliver AIARE Professional Level 1 and 2 avalanche courses. Staffing on AIARE PRO Programs is guided by the American Avalanche Association’s instructor qualifications, AIARE requirements, and the applicant’s previous work experience. The AIARE Operations Manager will work with PRO Instructors to curate a staffing plan each season.

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, observations, and forecasting.

Reports to

Operations and PRO Program Manager

Primary Tasks

AIARE PRO Instructors:

● Deliver AIARE PRO courses.
● Facilitate sessions in both a classroom and field setting.
● Move groups of students through simple to challenging avalanche terrain during field sessions.
● Demonstrate and role model skills and techniques in the field.
● Participate in the review and development of the PRO curriculum.
● Coach, provide feedback to, and evaluate students.
● Adhere to the AIARE Operational Risk Management Plan
Working Conditions

This position requires some travel and the ability to work remotely. PRO Instructors must have their own cell phone and computer. 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, PRO Instructors will liaise between program administration and field staff.

AIARE provides some uniform pieces annually, but PRO Instructors must have 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 PRO Instructors are expected to:

- Teach a minimum of two programs a year and display a willingness to teach year after year.
- The PRO Instructor 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 required.
- 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. For Course Directors and Instructors, the amount of administrative remote work is 1.5 additional days of prep/post responsibilities.

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 PRO Program staff.

Professional Training and Affiliations

- A3 professional member in good standing.
- Able to teach on skis/splitboard, snowshoes, or snowmobile
• 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 Driver's License
• Valid Wilderness First Responder Certificate or equivalent (OEC, EMT, WEMT)
• Ability to work legally in the U.S. AIARE can only hire

**Desired Qualifications (preferred, but not required to apply):**

• Ski Guide (AMGA or ACMG) or Mountain Guide (IFMGA)
• Canadian Motorized Backcountry Guides Association Guide Level 3
• Attendance at an A3 Pro Trainer Workshop
• AIARE Course Leader
• Education degree/certificate, or equivalent experience in education, adult education, curriculum design, coaching, or learning and development

*Experience teaching for an A3-recognized provider is acceptable.

**Operational and Instructional Experience**

• 7 years (or at least 180 days) of professional avalanche work experience (not including avalanche course instruction). The work should include 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).

• 7 years (300-400 hours) of instructional experience, including professional or recreational avalanche courses, guide courses, or other outdoor educational programs,
  ○ Proficient with delivery of curriculum in virtual classroom setting
  ○ Proficient with modern education technology platforms (Google Classroom, Learning Management Systems, etc.)
• Practical work experience in a variety of snow climates and experience mentoring and instructing colleagues (professionals).

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 PRO course demand.

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 PRO Instructors 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 PRO Instructors

(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 Instructors in Development:

PRO instructors in development or individuals who have experience teaching PRO1 or PRO2 courses with another provider and are hired as instructors are required to attend a pre-season training session before instructing their first PRO course. Instructors in development gain course experience by observing a PRO 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 instructors can rotate groups. This allows individuals to observe experienced instructors and understand the evaluation process before grading course participants. Full course attendance (as opposed to partial course attendance) is mandatory—including prep and eval days.

Limitations and Disclaimer

This job description generally indicates 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 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 PRO instructors 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:

1.) Cover letter indicating why you want to join the AIARE PRO Instructor team and explain how the you meet the qualifications of this position,

2.) Resume that highlights your relevant experience along with the contact information of three references that can speak to your qualifications for this position.

3. Please create a separate document with your answers to these questions. Additional follow-up questions will be asked during any future interviews.

   - 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?

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. File format for all documents should be PDF, with the following naming convention:

- PROCover_lastname.pdf
- PROResume_lastname.pdf
- PROQuestions_lastname.pdf

We will conduct interviews on a rolling basis. Interviews may include a 10-minute teaching demonstration on a topic of the interview panel’s choosing. This job will remain open until filled.