



Bromley Outing Club Position Profile

Position: Head Alpine Coach

Position type: full time, seasonal – November thru March

Summary:

- The Head Alpine Coach will lead our coaching team to provide athletic instruction and implement an on-hill curriculum for our alpine race program athletes.
 - The Head Alpine Coach is responsible for instilling the BOC culture in our staff, athletes & families, leading and evaluating staff and athletes, and ultimately developing World Class Kids through a comprehensive alpine racing program.
 - The Head Alpine Coach must embrace the club mission and encourage the vitality of the ski club, foster a safe, positive, and fun environment for club athletes of all abilities, and promote a culture that is inclusive of all racers and their families.
1. Expectations regarding programming and coaching:
 - Works closely with Executive Director to implement effective programs and protocols. Implements a consistent, effective, and regular athlete evaluation process.
 - The Head Alpine Coach will perform an active coaching role on the hill, potentially as a lead coach for an age group (depending on availability and distribution of other coaches.). Provide interactive instruction, drills, and guidance for racers as a group and on an individual basis. Attend races to represent and support BOC athletes.
 - Oversight of training activities. Consult with coaches weekly to plan and implement each day's training activities. Ensure coordination with the Executive Director on assignment of training lanes and B-net installation, with help of coaches and the Venue Manager. Oversee proper care and storage of training equipment. Ensure coordination of off-site winter training opportunities.
 2. Racing/events
 - Help to organize and coordinate Club-hosted races held at Bromley.
 - Participate as a race official as needed.
 - Participate in the Ski Sale and other club fundraising activities.
 - Attend end-of-year banquets, and coordinate athlete recognition with other coaches.
 3. Communication:
 - Utilize club-sanctioned communication tools.
 - Ensure that coaches are communicating race day and training information to athletes and parents with sufficient time to prepare and ensure that racer entry information is submitted to other clubs in a timely manner.
 - Build and maintain collaborative relationships with other clubs, SVC, VARA, USSA, and Bromley Mountain Ski Area
 - Promote inter-club activities and training exchanges.
 4. Administration:
 - Assists Executive Director with budgeting and travel expense reports as needed.
 - Supports the organization at large by assisting with fundraising and events as needed.



5. Staffing

- Works with the Executive Director to hire, manage and evaluate all Alpine coaches including written performance evaluations.
- Works with the Executive Director to organize, track and ensure appropriate levels of training and development occur for all Alpine staff. Including but not limited to:
 - Appropriate Licensing through USSA
 - Safe Sport Practices
 - Concussion Protocols
 - Best Practices
 - Employee and Athlete Policies and Codes of Conduct
- Fosters a safe, active, and healthy workplace that encourages coaches to be role models.
- Actively seek feedback from coaches and provide ongoing feedback to coaches.

6. Safety and Protocols

- Implements all proper safety policies to meet US Ski and Snowboard safety standards including but not limited to:
 - Code of Conduct
 - Safe Sport Guidelines
 - Concussion Policy
 - Housing and Travel Policies

Compensation and Benefits:

- Salary commensurate on experience
- Season Pass
- Resort discounts at Bromley Mountain
- Dependent program tuition and discounts

Qualifications:

Must have a valid Driver's License

Expert level skier

US Ski and Snowboard coach's certification

Previous coaching experience

Previous alpine racing experience

US Ski and Snowboard Referee level 1 certification or willingness to attain certification.

Ability to set courses for training and racing.

Requires a minimum of 3 years' experience in similar position or equivalent leadership role in an Alpine Program.

Supervision:

Head Alpine Coach reports directly to the Executive Director.



Physical Requirements:

This position requires skiing, setting fencing, carrying gates and may require extended periods of standing and lifting, up to 50lbs. Must be physically able to lift and carry up to 50 lbs. on a frequent basis, often on steep uneven terrain and in inclement weather.

- Must be able to work under pressure, with capacity to organize, prioritize and manage complex projects.
- Needs to possess strong verbal and written communication skills.
- Ability to effectively delegate to staff and volunteers.

Additional Information:

Applicants should be enthusiastic team players with excellent oral and written communication skills. Prior coaching and/or racing experience is preferred, as well as the flexibility to travel to state and regional competitions.

In addition to being knowledgeable about the sport and having the ability to teach sport-specific skills, candidates should be able to provide vigorous educational experiences, teach respect for individual differences, demand the highest standards of performance and behavior, foster a mindset of perseverance, and establish a supportive and caring community. The ideal candidate views coaching as an opportunity to help young people develop into healthy adults.

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