

Position: Level 3 or 4 Snowboard Instructor & Trainer

Location: Mount Washington Alpine Resort, 1 Strathcona Parkway, Vancouver Island, BC, Canada

Reports to: Snow School Manager, Snow School Assistant Manager and Snow School Technical Trainers

Terms of Employment: Full time (30-40 hours per week), seasonal, as per resorts operational dates; early December to early April. A typical working day will be 8am – 3:30pm with 30 mins unpaid break. Weather and business level dependant.

Expected start date: 4th December 2026

Expected end date: 4th April 2027

Primary objectives:

Coordinate with the Snow School Technical Trainer and/or Managers to plan and deliver training sessions. Responsibilities include conducting training, shadowing instructor lessons, and accurately documenting all training and shadowing activities as directed.

Deliver snowboard lessons to guests of all ages and abilities. During peak periods, the role may require up to six working days per week. Consistently provide professional, high-quality guest service while representing the organization and industry with integrity.

Key Duties and Responsibilities:

- Deliver staff training sessions and support gap year internship programs in accordance with the approved training calendar and operational needs, aligned with certification level and Course Conductor status.
- Lead first-run training on scheduled days and facilitate daily morning meetings when required.
- Maintain accurate and up-to-date training logs, lesson shadow records, and coaching documentation.
- Develop and implement individual training plans to support staff development and performance goals.
- Provide Snowboard lessons on days when not assigned to training, shadowing, or certification courses.
- Ensure compliance with all operational protocols, including standards related to uniforms, conduct, and safety.

- Assist with the setup of training environments, including terrain signage and interactive learning areas, as required.
- Support other resort operations, including Rentals, Sales, and Events, as needed.
- Act as a professional ambassador for Mount Washington Alpine Resort and the snow sports industry.

Qualifications:

- Minimum Level 3 CASI certification with Evaluator status (or equivalent).
- Demonstrated ability to work independently and collaboratively within a team environment.
- Strong verbal and written communication skills in English.
- Proven commitment to delivering excellent customer service.
- Valid criminal record check required.
- Previous experience working with children and in a training role is considered an asset.

General Expectations:

Employees are required to comply with all policies and procedures of Mount Washington Alpine Resort and the Snow School. All duties are to be performed to a high professional standard.

Employees are encouraged to communicate any questions, concerns, or feedback to Snow School Supervisors or Managers. Management maintains an open-door policy and welcomes constructive input to support continuous improvement.

Work Environment

This position is performed primarily outdoors in a winter mountain resort environment and requires the ability to work in varying weather and snow/rain conditions, including cold temperatures, wind, and reduced visibility at times. Ski/Snowboard Instructors & Trainers must be physically capable of skiing or snowboarding for extended periods on varied terrain while maintaining a high standard of safety and guest service. The role involves frequent interaction with guests, children, staff, and trainees in a fast-paced and team-oriented environment. Weekend, holiday, and peak-period work is required based on operational needs.

Compensation and Benefits:

Level 3: Hourly base wage \$24.00 - \$26.00p/hr.* (based on certification, exclusive of bonuses and premiums)

Level 4: Hourly base wage \$30.00 - \$33.00p/hr.* (based on certifications, exclusive of bonuses and premiums)

**Additional \$25p/hr. paid on request private lessons, on top of hourly wage*

Day rates:**

Level 3 with current Evaluator status: \$251.00

Level 4 with current Evaluator status: \$288.00

***Paid when working gap year internship programs only.*

Staff Members' Benefits:

- Course reimbursement incentives – based on years of service and course booking.
- Rossignol equipment package available (snowboard, plus binding & boots) for the season, with option to return product or purchase at the end of the season.
- Assess Mount Washington's Snow School Rossignol B2B site for up to 60% of retail.
- Free Staff Winter Season Pass.
- Discounts on food and beverages, retail, rentals & lessons.
- Pro Deals – Get industry pricing on top outdoor gear.
- EAP Access – Mental health support for all employees.
- Referral Bonus – Bring a friend, earn rewards.
- Free Shuttle to and from resort from Cumberland, Courtenay and base of the mountain.
- Employee Recognition Programs.
- Limited staff accommodation available.

How to apply:

Please e-mail both your Resume and Cover letter for the attention of Charlotte Judd – Snow School and Daycare Manager or visit [Mount Washington Website](#).

schooladmin@mountwashington.ca

www.mountwashington.ca