Snow Removal Operator

Job Description

DEPARTMENT:	Snow Removal	**FLSA STATUS:**	Non-Exempt
REPORTS TO:	Snow Removal Supervisor	**STATUS:**	Seasonal
DATE APPROVED:	10/28/26	**APPROVED BY:**	*Josh Kossow*
PAY RATE:	*$27.00-$30.00/HR*		

ABOUT THE SUMMIT AT SNOQUALMIE

The Summit at Snoqualmie is the Pacific Northwest's premier multi mountain ski resort, located 47 miles east of Seattle at Snoqualmie Pass. The property spans five base areas and 20 chairlifts across Summit West, Summit Central, Summit East, and Alpental within the Mt. Baker-Snoqualmie National Forest. A four season operating model includes a mountain bike park and one of the most accessible ski destinations in North America.

The Summit at Snoqualmie is proud to be part of the Boyne Resorts family of resorts. Boyne Resorts is the largest family owned, independent mountain resort company in North America, guided by five core values: Serve First, Developing Great People, Attitude is Everything, Long Term Thinking, and Excellence in Execution.

POSITION SUMMARY

The Snow Removal Operator clears snow and controls ice across The Summit at Snoqualmie's parking lots, resort roadways, walkways, and high-traffic zones so the resort is ready to open each morning. Reporting to the Snow Removal Supervisor, this seasonal role runs loaders, graders, snow blowers, and other heavy equipment on an overnight 10:00 PM to 6:30 AM shift. The role exists because no guest or employee can reach the mountain until the property is cleared, often after heavy overnight snowfall. Success means lots and roads are open, safe, and ready before morning arrivals, with equipment in good working order and no incidents.

HOW YOU WILL LEAD: BOYNE L.E.A.D.S. VALUES

This role is expected to model and reinforce Boyne Resorts L.E.A.D.S. values at every level of the organization:

1. **Long Term Thinking** Watches weather patterns and works with leadership on snow storage plans and equipment care that keep the resort accessible all winter.
2. **Excellence in Execution** Clears lots, roadways, and walkways safely and efficiently so the property is ready before the first guests and employees arrive.
3. **Attitude is Everything** Keeps a positive, can-do attitude through overnight hours, long shifts, and severe weather.
4. **Develop Great People** Trains new team members on equipment, safety protocols, and best practices to build a skilled winter operations crew.
5. **Serve First** Clears critical pathways first so employees can arrive safely and guests are welcomed by open, safe parking.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The duties below are organized under the Boyne L.E.A.D.S. value each most directly reflects.

Long Term Thinking

- Monitor weather forecasts and conditions, and work with leadership to set clearing priorities, snow storage locations, and pre-storm staging.
- Conduct pre-operation equipment inspections and minor maintenance, and report damage or malfunctions immediately to keep equipment in service all season.
- Document work completed and keep accurate shift logs to support planning and shift handoffs.

Excellence in Execution

- Clear snow and ice from parking lots, resort roadways, walkways, and other designated zones at all base areas.
- Operate loaders, graders, snow blowers, and other heavy equipment with precision around buildings, parked vehicles, and pedestrians.
- Push back and stack snow to preserve parking capacity and keep access routes and drive lanes open.
- Apply sand and de-icing materials as needed to prevent hazardous conditions.
- Fulfill hauling and dozing needs for other resort departments as requested.
- Follow all safety guidelines, protocols, and standard operating procedures, and perform other related duties as assigned.

Attitude is Everything

- Maintain clear radio communication with team members and dispatch about progress, hazards, and conditions.
- Coordinate with sand truck drivers and other night crews to share the property safely and hand off work between shifts.
- Stay alert, composed, and positive through overnight hours, long shifts, and severe weather events.

Develop Great People

- Train new team members on equipment operation, safety protocols, and best practices.
- Share knowledge of lot layouts, hazards, and snow storage areas with newer operators.
- Model safe operating habits and give peers constructive, respectful feedback.

Serve First

- Prioritize employee parking and critical access routes so morning crews can arrive safely and on time.
- Have guest lots, drop-off zones, and walkways cleared and treated before morning arrivals.
- Respond promptly to urgent clearing requests from other departments during the shift.

QUALIFICATIONS

Required

- Valid driver’s license with a clean driving record; DMV background check required.
- Must be 21 years of age or older.
- Able to work overnight shifts (10:00 PM to 6:30 AM) of 8+ hours, including extended hours during severe weather, weekends, and holidays.
- Able to safely operate heavy equipment in winter conditions and work independently with minimal supervision.
- Able to stay alert and focused through long overnight shifts and adverse weather.
- Strong team player with clear communication skills.

Preferred

- Previous experience operating loaders, graders, snow blowers, or similar heavy equipment.
- Heavy equipment operating certifications.
- Background in snow removal, road maintenance, or resort operations.

EDUCATION AND EXPERIENCE

High school diploma or general education degree (GED) required. Previous heavy equipment operating experience is preferred.

PHYSICAL DEMANDS

- **Sitting/Operating:** Sits constantly while operating heavy equipment for most of the shift.
- **Standing/Walking:** Frequently stands and walks on uneven, icy, and slippery surfaces during inspections and manual clearing.
- **Climbing/Reaching:** Frequently climbs in and out of equipment cabs and onto machines, and reaches to operate controls and perform maintenance.
- **Lifting/Carrying:** Occasionally lifts and carries up to 50 pounds, such as tools and equipment components.
- **Shoveling/Manual Work:** Regularly shovels and performs other repetitive manual tasks involved in snow removal.
- **Bending/Pushing/Pulling:** Occasionally bends, stoops, kneels, pushes, and pulls when accessing confined areas or performing basic maintenance.
- **Hearing/Communication:** Constantly communicates clearly by radio in an environment with frequent noise and vibration.
- **Situational Awareness:** Constantly watches for pedestrians, vehicles, and other machinery, frequently in darkness, low visibility, or hazardous conditions.

WORK ENVIRONMENT

Works overnight at a mountain resort during the winter season, primarily in closed-cab equipment but with constant exposure to cold, wet, and snowy conditions when entering and exiting machines or clearing by hand. Conditions can include rain, snow, freezing temperatures, wind, and uneven surfaces, often in darkness or severe weather. The regular schedule is 10:00 PM to 8:00 AM, with extended shifts during storm events and weekends and holidays required.

BENEFITS

- Health benefits coverage
- 401(k) retirement plan with employer match
- Ski and snowboard passes for employee and dependents across the Boyne Resorts network
- Paid time off and holiday pay
- Employee housing assistance, where available
- Access to Boyne Resorts employee programs, resort discounts, and professional development resources

ABOUT BOYNE RESORTS

Boyne Resorts is the largest family owned, independent mountain resort company in North America, operating 13 destinations from Vancouver, BC to Maine. Founded in 1948, Boyne's culture is built on long term thinking, deep investment in people, and a belief that each resort has its own character and community worth protecting.

HOW TO APPLY

Submit a resume and cover letter to through job posting on https://www.summitatsnoqualmie.com/ . Applications are reviewed on a rolling basis. Internal and external candidates are welcome to apply.

EQUAL OPPORTUNITY EMPLOYER

Research shows that women and other underrepresented and historically marginalized groups tend to apply only when they check every box for the qualifications and desired experience in a job posting. If you are reading this and hesitating to apply for that reason, we encourage you to go for it! A true passion and excitement for making an impact is just as important as work experience.

Summit at Snoqualmie is an equal opportunity employer committed to providing equal employment opportunities to all qualified individuals. We affirm the rights of all employees and applicants for employment to be protected from discrimination, harassment, and retaliation based on race, creed, color, national origin, sex, honorably discharged veteran or military status, sexual orientation, gender expression or identity, age, religion, disability, genetic information, marital status, citizenship or immigration status (all employees must be authorized to work in the United States), or any other status protected by applicable federal, state, or local law.

We are committed to providing reasonable accommodation to qualified individuals with disabilities and for religious observances in accordance with applicable law. Please contact summithr@summiti90.com to request accommodations during the application process.