



Snowboard Instructor Job Description

DEPARTMENT: Snowsports
REPORTS TO: Base Area Supervisor
DATE APPROVED: August 2026
WAGE RANGE: \$21.75 to \$27.75

FLSA STATUS: Non-Exempt
STATUS: Seasonal
APPROVED BY: Justin Soine

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 Snowboard Instructor delivers engaging, safe, and effective snowboard instruction to guests of varying ages and ability levels. Reporting to a Base Area Supervisor, this role creates exceptional guest experiences by fostering confidence, skill development, and a lifelong passion for snow sports. Success is measured through guest satisfaction, teaching excellence, professionalism, and teamwork.

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: Foster a lifelong love of snowboarding by building strong fundamentals, confidence, and safe habits.
2. Excellence in Execution: Deliver high-quality instruction through professional preparation, technical proficiency, and consistent standards.
3. Attitude is Everything: Maintain a positive, flexible, and solutions-oriented approach in all guest interactions.
4. Develop Great People: Commit to professional development while supporting peers and teammates.
5. Serve First: Anticipate guest needs and create exceptional lesson experiences.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Long Term Thinking

- Build guest confidence and enthusiasm for snowboarding.
- Participate in training, clinics, and certifications.
- Promote lifelong participation in snow sports.

**Excellence in Execution**

- Deliver lessons aligned with PSIA/AASI standards.
- Assess guest abilities and objectives.
- Follow operational, safety, and uniform standards.
- Support school operations and peak demand periods.

Attitude is Everything

- Communicate effectively with guests and coworkers.
- Maintain professionalism under changing mountain conditions.
- Contribute positively to team culture.

Develop Great People

- Support peer learning and share best practices.
- Pursue coaching and development opportunities.

Serve First

- Deliver exceptional guest experiences.
- Adapt instruction to varying ages and abilities.
- Assist guests with program and product information.

QUALIFICATIONS

Required

- Minimum age 16.
- Strong guest service and communication skills.
- Teaching, coaching, or mentoring experience.
- Ability to work weekends and holidays.
- Background screening required.

Preferred

- AASI certification.
- Prior snowboard instruction experience.
- Additional language skills.

EDUCATION AND EXPERIENCE

High School Diploma or GED preferred. Prior experience in teaching, coaching, mentoring, recreation, or customer service preferred.

PHYSICAL DEMANDS

- Ability to snowboard on varying terrain; stand for extended periods; bend, kneel, squat, and lift up to 50 pounds occasionally.
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WORK ENVIRONMENT

Work is performed primarily outdoors in mountain environments with exposure to snow, rain, wind, cold temperatures, uneven terrain, and variable schedules including weekends and holidays.

BENEFITS

- FT/PT Seasonal
 - a. 401(k) retirement plan with employer match
 - b. Ski and snowboard pass for employee and dependents across the Boyne Resorts network
 - c. Sick Pay and holiday pay
 - d. 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@summit90.com to request accommodations during the application process.