



Environmental Services Lead Job Description

DEPARTMENT:	Base Operations, Environmental Services Team	FLSA STATUS:	Non-Exempt
REPORTS TO:	Emma Stergion, Environmental Services Manager	STATUS:	Seasonal
DATE APPROVED:	10.3.2026	APPROVED BY:	Justin Howard

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

As part of the Base Operations team, the Environmental Services Lead works alongside the EVS team while providing day-to-day guidance and support across base area facilities. Reporting to the Environmental Services Manager, this role serves as the bridge between frontline staff and supervision, helping ensure the plaza, lodges, restrooms, and waste receptacles consistently meet guest expectations. The position exists to reinforce quality standards through hands-on work, peer mentorship, and clear communication of operational needs, all in support of the best guest experience possible. Success looks like a lead who models excellent facility care while helping newer team members grow into confident, capable contributors.

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:** Builds sustainable work habits and shares knowledge that helps maintain consistent facility standards over time.
2. **Excellence in Execution:** Delivers pristine, safe, and well-maintained spaces through thorough daily work and attention to detail.
3. **Attitude is Everything:** Fosters a positive, collaborative environment where coworkers feel supported through a helpful, professional approach.
4. **Develop Great People:** Supports fellow team members by demonstrating best practices and helping newer employees build skills and confidence.
5. **Serve First:** Leads by example in providing the facility care that lets guests and employees enjoy their time on the mountain.

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

- Identify and communicate opportunities to improve equipment, supplies, and procedures.
- Monitor inventory levels and communicate supply needs to the Supervisor.

Excellence in Execution

- Perform comprehensive EVS operations and light building maintenance across the plaza, lodges, and restrooms.
- Keep the plaza guest-ready by sweeping, picking up litter, and making sure plaza furniture and tables are clean and set.
- Check, empty, and maintain indoor and outdoor waste receptacles, sorting waste, recycling, and compost properly.
- Complete end-of-night cleaning of the dining rooms after service, and assist with trash checks when needed.
- Respond right away to slip and trip hazards on the plaza and walkways with a shovel or sand, and support the Base Operations snow removal team on heavy snow days. We are one team, working together to create the best guest experience possible.
- Adapt to shift schedules that may begin in late afternoon and continue until facilities are closed and secured.
- Maintain all custodial activities in accordance with safety requirements and established protocols.

Attitude is Everything

- Serve as a reliable point of contact for teammates during shifts, addressing questions and escalating concerns to the Supervisor as needed.

Develop Great People

- Work alongside staff, demonstrating best practices and answering questions to support quality performance.
- Assist with onboarding and training new team members on proper techniques and expectations.

Serve First

- Model safe work practices and use equipment properly, participating actively in workplace safety initiatives.
- Support other departments when necessary during peak operations and special circumstances.

QUALIFICATIONS

Required

- Valid driver's license with a clean driving record.
- Ability to operate heavy machinery safely and efficiently.
- Clear verbal and written communication skills in English.
- Strong listening and practical problem-solving skills.
- Ability to manage multiple tasks and prioritize during busy periods.

Preferred

- Previous experience in hospitality, facilities, or environmental services; interest in developing leadership skills.

EDUCATION AND EXPERIENCE

No specific education requirement; previous experience in hospitality, facilities, or environmental services is preferred but not required, as on-the-job training is provided.



PHYSICAL DEMANDS

- Regularly required to talk, hear, stand, and walk throughout facilities; occasionally required to use hands, reach, climb, balance, stoop, kneel, crouch, or crawl.
- Must regularly lift/move up to 10 lbs, frequently up to 25 lbs, and occasionally more than 50 lbs.
- Occasionally shovels snow, spreads sand, or rakes snow for extended periods and hikes in variable snow conditions.

WORK ENVIRONMENT

Work is performed both indoors and outdoors across base area facilities, with frequent exposure to outside weather, wet or humid conditions, fumes or airborne particles, and occasional exposure to toxic or caustic chemicals and extreme temperatures.

BENEFITS

- Ski and snowboard passes for employee and dependents across the Boyne Resorts network
- 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 through the 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.