



Vice President of Mountain Operations

Job Description

DEPARTMENT:	Mountain Operations	FLSA STATUS:	Exempt
REPORTS TO:	President & General Manager	STATUS:	Full Time, Year Round
DATE APPROVED:	June 2026	APPROVED BY:	President & General Manager

ABOUT THE SUMMIT AT SNOQUALMIE AND ALPENTAL

The Summit at Snoqualmie and Alpental 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.

Boyer Resorts is the largest family owned, independent mountain resort company in North America, guided by five core values: Long Term Thinking, Excellence in Execution, Attitude is Everything, Developing Great People, and Serve First.

POSITION SUMMARY

The Vice President of Mountain Operations is a senior executive and full member of the resort Executive Team and Senior Leadership Committee, providing strategic and operational leadership over seven departments: Snowmaking, Grooming, Lift Operations and Scanning, Lift and Electrical Maintenance, Terrain Parks, Vehicle Maintenance, Grooming Maintenance, and Ski Patrol. This role requires both the technical depth to operate complex, multi base lift and snowmaking infrastructure and the organizational strategic leadership to build high performing teams, manage significant budgets, and drive performance across the division. Reports directly to the President and General Manager.

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** Shape the organizational structure, talent pipeline, and capital investment strategy to build enduring capacity and safety culture.
2. **Excellence in Execution** Drive consistent outcomes across all seven departments, holding the division to the highest standards of guest experience, operational performance and strategic thinking.
3. **Attitude is Everything** Set the cultural tone for the division. Model composure and professionalism under pressure at the most visible moments of resort operations.
4. **Develop Great People** Build depth through coaching, clear expectations, and investment in frontline and supervisory talent across the seasonal workforce as well as create a solutions based leadership model.
5. **Serve First** Lead with a service mindset toward guests, employees, and partners, ensuring every team member feels supported and equipped to succeed.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Strategic Leadership and Executive Partnership

- Serve as a full member of the Executive Team and Senior Leadership Committee, contributing to resort wide strategy, culture, and financial performance.
- Partner with the President and General Manager on long range capital planning and serve as the primary point of accountability for mountain operations in corporate and Boyne leadership reviews.
- Represent mountain operations in USFS Special Use Permit compliance, forest plan obligations, and agency relationships.
- Collaborate with Boyne corporate and peer resort leadership to share best practices and leverage enterprise resources.



- Assess and evolve the Mountain Operations organizational structure to build depth and sustained leadership capacity over time.
- Build effective working relationships with peer department leaders in Food and Beverage, Guest Services, Ski School, Resort Services, and Finance to ensure mountain operations decisions account for cross-departmental impact.

Operational Excellence

- Ensure safe, efficient daily operations across all seven departments, maintaining highest standards of guest experience and operational reliability.
- Oversee snowmaking strategy and execution for early season coverage, storm response, and surface quality, with attention to water and energy optimization.
- Drive consistent grooming results across all open terrain, integrating weather forecasting, groomer scheduling, and equipment availability.
- Lead lift operations readiness across the full 20 lift portfolio, including legacy Riblet and modernized infrastructure.
- Ensure terrain park operations meet safety and quality standards in alignment with NSAA Freestyle Terrain Accreditation Program requirements.
- Maintain Ski Patrol operational readiness at both The Summit and Alpental, with particular attention to Alpental avalanche terrain and control program.
- Oversee all season operations including the mountain bike park, and summer lifts, ensuring year-round continuity of infrastructure and guest experience.
- Lead on mountain emergency response planning and serve in the resort Incident Command structure, coordinating with local EMS, fire, and county emergency management.
- Use NPS data and operational metrics to drive continuous improvement in lift queue efficiency, terrain access, and guest experience.

Capital Project Planning and Execution

The VP serves as the resort's owner for capital projects across the mountain infrastructure portfolio, from scope development through commissioning, with primary execution during the summer overhaul window.

- Work in conjunction with the President and General Manager and capital planning teams on the annual and multi year capital plan for lift systems, snowmaking, grooming fleet, and on mountain facilities, and present proposals to Boyne corporate leadership.
- Manage all mountain capital projects from scope and budget through vendor selection, contractor execution, schedule management, and closeout.
- Oversee lift rehabilitation programs, including overhaul cycle planning, component replacement, and OEM vendor coordination for both Riblet and modernized equipment.
- Direct snowmaking and grooming fleet capital cycles, including infrastructure expansion, pump station upgrades, and snow cat procurement.
- Coordinate all capital work with USFS permit requirements, ensuring appropriate approvals are secured before construction begins.
- Hold contractors and vendors accountable to safety, budget, quality, and schedule standards throughout project execution.

Environmental and Resource Stewardship

- Ensure compliance with all USFS land use obligations, including operating plan implementation, annual reporting, and district ranger coordination.
- Establish efficiency targets for snowmaking water consumption, grooming fleet fuel, and lift electrical usage.
- Partner with resort team and Boyne Resorts on the Boyne Forever Project sustainability initiatives.
- Facilitate communications between GM, Executive Team, Planning Director and USFS District Ranger within the USFS Special Use Permit and to the current USFS Master Development Plan.

Safety and Compliance

- Maintain an uncompromising safety culture across all departments, aligned with Washington State L&I ski area safety regulations (WAC 296-59), ANSI B77.1 tramway standards, and Boyne Resorts policies.
- Own the annual Washington State Recreational Conveyance inspection cycle (RCW 70.88 and WAC 352-44), ensuring deficiencies are resolved and the Certificate to Operate remains current.
- Ensure lift maintenance records, inspection logs, and regulatory filings are accurate and audit ready, and that only qualified personnel operate ski lifts per WAC 296-59-120.
- Own risk management for mountain operations, partnering with resort Risk Director, GM and corporate Risk Director supporting incident investigation best practices, corrective action, and claims management, including leading all significant operational based after-action reviews.

People Leadership and Team Development

- Lead, develop, and retain department managers and supervisors, building a culture of accountability, service, and continuous improvement.
- Partner with Human Resources on recruitment, onboarding, performance management, compensation planning, and workforce development across all departments.
- Develop succession depth, identify high potential team members, and establish clear performance expectations consistent with Boyne HR practices.
- Foster an inclusive team culture where frontline, seasonal, and year-round staff feel valued and supported.

Financial Management

- Develop and own the Mountain Operations annual operating and capital budgets, monitoring labor, fuel, supplies, and departmental expenses against plan, and delivering variance analysis and corrective action as needed.
- Partner with GM, Controller and Planning Director with Capital maintenance budgets including planning and contract oversight.
- Collaborate with the VP of Finance and Accounting on monthly P&L reporting & long-range forecasting.
- Support resort EBITDA through disciplined cost management, efficient labor deployment, and capital stewardship.

QUALIFICATIONS

Required

- 10 or more years of progressive leadership in ski resort mountain operations, with at least 5 years at senior director or VP level.
- Demonstrated operational expertise across at least three disciplines: lift operations, lift maintenance, snowmaking, grooming, ski patrol, or terrain parks.
- Experience managing large, multi-department organizations through seasonal staffing cycles.
- Proven track record of safety leadership, regulatory compliance, and incident management in a complex, multi lift environment.
- Experience with capital project planning and execution, including contractor management, lift rehabilitation, snowmaking infrastructure, or fleet replacement.
- Strong financial acumen, including budget development, P&L management, variance analysis, and capital project tracking.
- Strong written and verbal communication skills across all organizational levels.
- Availability for a flexible schedule including early mornings, nights, weekends, and holidays in all weather.
- BS or BA in Business Administration, Engineering, Operations Management, Recreation Management, or a related field preferred. Equivalent verifiable executive experience considered.

Preferred

- Working knowledge of Washington State regulatory frameworks including WAC 296-59, RCW 70.88 and WAC 352-44 (Recreational Conveyance Certificate to Operate), and ANSI B77.1. The VP does not personally hold a state issued tramway license but familiarity with these frameworks is central to this role.



- Experience with USFS Special Use Permit environments, including agency relationship management and operating plan compliance.
- Familiarity with Riblet or other legacy aerial tramway equipment and modernization programs as well as modern Doppelmayr lift infrastructure.
- Avalanche operations experience and/or high-level awareness. AIARE Level 1 or equivalent strongly preferred given Alpentel avalanche terrain.
- Four-season mountain operations experience, including mountain bike park, summer lifts, or mountain attraction management.
- Experience within a multi-property resort company or enterprise operational structure.
- Background in energy or water management, environmental compliance, or sustainability in a mountain or outdoor recreation context.
- Graduate coursework or accredited ski area management certificate such as Wenatchee College, Colorado Mountain College or Vermont State University SAM program.

EDUCATION AND EXPERIENCE

10 or more years of verifiable executive experience in ski resort mountain operations, including P&L ownership, multi department leadership, and capital project management, is required.

PHYSICAL DEMANDS

Regularly required to stand, walk, climb, and communicate across all mountain areas in varying terrain and weather. Must be capable of extended hours during peak periods and able to occasionally lift and move up to 50 pounds.

WORK ENVIRONMENT

This position operates across all base areas at The Summit at Snoqualmie and Alpentel, with regular exposure to rain, snow, extreme cold, wind, and variable terrain. Onsite and year-round with a variable schedule during peak season.

This role carries on call responsibility throughout the operating season. Lift malfunctions, weather events, safety incidents, or operational emergencies may require immediate response at any hour. Reasonable accommodations will be provided to qualified persons with known disabilities as required by law.

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
- Relocation assistance for qualified candidates
- 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.

The Summit at Snoqualmie and Alpentel is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all team members.