



Education Program Director

About Bluebird Backcountry

Bluebird Backcountry is the first and only fully human-powered, in-bounds backcountry ski area in the country. With a mission to make backcountry skiing safer and easier to learn, our operation features a 1,200-acre avalanche-managed and ski-patrolled area with zero chairlifts. Guests visit to try backcountry skiing, develop their backcountry skills, and explore new terrain in a relatively safe, welcoming, social, and educational backcountry environment.

Bluebird Backcountry is located on the Continental Divide in Colorado, halfway between Kremmling and Steamboat Springs. Our team has a welcoming, energetic, get-it-done culture. We are excited to introduce a new way to think about skiing... and to see just how far we can take the Bluebird Backcountry concept.

Job Summary

The Education Program Director is responsible for the overall success of Bluebird's Education Program. Education is a core part of our mission, and our program includes backcountry education courses, AIARE avalanche courses, guided ski days, and an online education community. The Education Program Director leads, recruits and inspires the team, and both executes and improves the program. This position reports to the General Manager and has significant interaction with both company founders.

To apply, please email a resume and cover letter to jobs@bluebirdbackcountry.com.

Duties

- Retain, recruit, and hire the team:
 - Backcountry instructors
 - AIARE course leaders and instructors
 - Lead instructors for both the backcountry and AIARE programs
 - Part-time program coordinator
 - Ski guides
- Ensure that the team delivers the program, including:
 - Lead training of staff
 - Ensure that courses are appropriately staffed
 - Mentor and supervise direct reports
 - Manage budget and financial targets
 - Welcome and delight customers at every experience level

- Develop education team policies and standard operating procedures
- Lead AIARE avalanche courses, if qualified
- Work with Bluebird's snow safety director to establish and maintain safety protocol
- Continually evolve the program, including creating new curriculum for this season and improving on existing curriculum
- Collaborate with marketing on storytelling and the development of educational programming
- Join Bluebird's leadership team and help to grow the business

What Makes This Job Great

- Lead the creation and evolution of a world-class backcountry education program
- Build, mentor, and grow a dynamic team in a dynamic environment
- A great balance of time spent outside in the snow and in the "office"

Qualifications

- Commitment to Bluebird Backcountry's mission and goals—including a strong desire to welcome and share the backcountry experience with newcomers
- Vision and desire to revolutionize backcountry education and get creative in developing Bluebird's progressive curricula
- Prior experience mentoring other educators
- Excellent verbal communication and is skilled in team dynamics
- Flexibility and eagerness to work in a collaborative, fast-paced-yet-grassroots startup environment
- AIARE Course Leader or Instructor certification (preferred but not required)
- An up-to-date Wilderness First Responder certification
- 5+ years of experience as an avalanche professional
- Significant teaching experience and up to date on best practices for backcountry and avalanche education

Timing, Pay and Location

This is a full-time winter seasonal position with part-time work during the warmer months. On-site work will happen at Bluebird Backcountry, located between Kremmling and Steamboat Springs, Colorado.

Compensation is as follows:

- Our standard rates, up to \$375/day, while teaching avalanche courses
- \$28/hour for curriculum development, staffing, and other duties

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