



Snowmaking Foreman / Lead (Shift Lead)

Job Description

DEPARTMENT:	Snowmaking	FLSA STATUS:	Non-Exempt
REPORTS TO:	Snowmaking Supervisor	STATUS:	FT/Seasonal
DATE APPROVED:	08.2026	APPROVED BY:	Snowmaking & Terrain Park Manager
PAY RATE:	\$29.00 – \$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

As a Summit at Snoqualmie Snowmaking Foreman/Lead, you direct an on-hill crew during your shift, execute the daily snow plan, train new snowmakers, and serve as the primary liaison between the crew and the snow control room. This position combines hands-on snowmaking expertise with the leadership, composure, and communication needed to keep a crew safe and productive through demanding overnight and adverse-weather shifts.

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** Champion full-season snow plans and training progression for Snowmaker I–III staff, building bench strength for the department.
2. **Excellence in Execution** Hold the crew to operational standards and lead by example on the hill during every shift.
3. **Attitude is Everything** Model composure under pressure and set the tone for a positive, willing crew culture.
4. **Develop Great People** Own the day-to-day training of new snowmakers, signing off Skills Inventory items and creating mentorship pairings.
5. **Serve First** Communicate terrain status proactively to grooming, patrol, and lift operations, modeling guest-first thinking in every field decision.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The following statements are intended as general illustrations of the work in this classification and are not all-inclusive of the specific position.

Long Term Thinking

- Execute the daily snow plan per Manager direction, adjusting for real-time field conditions to protect season-long snow production



- Sign off on Snowmaker I and II Skills Inventory competencies and document training progress

Excellence in Execution

- Direct and supervise the snowmaking crew during assigned shift, ensuring safe and efficient operations
- Coordinate gun setups, shutdowns, relocations, and field maintenance tasks
- Supervise and authorize the use of snowmobiles, snowcats, lifts, and other heavy equipment
- Evaluate snow quality and terrain coverage, making field decisions to optimize output
- Perform all Snowmaker I, II, and III duties as needed

Attitude is Everything

- Serve as the primary on-hill and control room decision making point
- Lead crew briefings, assign tasks, and monitor completion and safety throughout the shift
- Resolve crew conflicts calmly and professionally, escalating to the Manager when appropriate
- Perform additional duties/support when necessary

Develop Great People

- Train new Snowmaker I and II staff, ensuring safety protocol compliance from day one

Serve First

- Coordinate cross-departmentally with grooming, patrol, terrain park and lift operations on trail openings

QUALIFICATIONS

Required

- 4–8 years of snowmaking experience
- Proficient in all Snowmaker III skills
- Demonstrated leadership and communication ability
- Experience training and supervising crew members
- Ability to remain calm, decisive, and composed under adverse conditions and time pressure
- Must be at least 18 years old and have a valid driver's license

Preferred

- Prior formal supervisory experience
- Related technical or safety training certification

EDUCATION AND EXPERIENCE

High school diploma or equivalent required; related technical and supervisory experience preferred. 4–8 years of snowmaking experience.

PHYSICAL DEMANDS

- **Lifting:** Regularly lifts up to 50 lbs, with occasional lifting of over 50 lbs.
- **Standing/Walking:** Stands constantly and walks frequently, including extended periods such as 12-hour shifts, while directing crew activity across the hill.
- **Terrain & Mobility:** Often manually moves snow with a shovel and hikes in variable snow conditions; capable of safely walking in deep snow and navigating icy slopes; rarely works remotely.
- **Climbing/Balancing:** Occasionally climbs ladders, towers, and structures, and balances at heights.



- **Bending/Reaching:** Frequently stoops, kneels, crouches, or crawls, and reaches with hands and arms.
- **Manual Dexterity:** Frequently uses hands to finger, handle, or feel; occasionally uses power tools safely in the snow, and frequently uses hand tools.
- **Talking/Hearing:** Constantly talks and hears, coordinating with crew and the snow control room via radio.
- **Sitting:** Occasionally sits.
- **Equipment Use:** Often works around and in heavy equipment, with situational awareness of machinery such as groomers on the mountain at night; seldom rides and unloads chairlifts with tools.

WORK ENVIRONMENT

Work is frequently performed outdoors in alpine conditions including snow, ice, cold temperatures, and variable weather. Requires the ability to lift and carry up to 50 lbs., climb ladders and work at heights, stand, kneel, and work in confined spaces for extended periods. Must be able to operate hand and power tools safely. Some tasks require working in energized (480V) electrical environments following established safety protocols. Role includes ongoing radio and in-person coordination with the snow control room and other departments.

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 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@summiti90.com to request accommodations during the application process.