



2024-2028 PSIA-AASI National Team Coach Selection

This notification announces the application process to identify the discipline coaches for the 2024-2028 PSIA-AASI National Team.

A PSIA-AASI Team coach is a collaborator, influencer, and inspiration to help others achieve their potential. They will play a critical role in the PSIA-AASI strategic education alignment initiative and help unite around the values, goals and Ends identified by the association. The entire Coaching Team focuses on the traditional team values of inspirational people skills, decision making skills, teaching skills, and skiing/riding ability.

The PSIA-AASI National Team will represent all genres of snowsports as outlined by the eight national certification/specialist standards: Adaptive Alpine, Adaptive Snowboard, Alpine, Children’s Specialist, Cross Country, Freestyle Specialist, Snowboard and Telemark.

The following positions make up the 2024-2028 Coaching Team

- Adaptive Discipline Coach
- Alpine Development Coach
- Alpine Technical Coach
- Cross Country Discipline Coach
- Snowboard Development Coach
- Snowboard Technical Coach
- Telemark Discipline Coach

This structure recognizes the four disciplines of alpine skiing, cross-country skiing, snowboarding, and telemark skiing with adaptive sports being multi-sport/discipline. The entire coaching staff supports each other’s disciplines with a ONEteam approach, focused on the “Three C’s” consistency initiative set forth by the Education Leadership Council (ELC), Association Executive Leadership and the PSIA-AASI Board of Directors.

Overall Position Summary (Adaptive, Alpine and Snowboard Development and Technical, Cross-Country, Telemark)

A PSIA-AASI Team coach is a role model for team members and a critical conduit to the PSIA-AASI administrative team in supporting the association’s vision, Ends and strategic initiatives. The coach is a recognized leader in the snowsports community and is a critical link in the communication between fellow team members, membership, schools, regions, and association supplier/partners. Coaches provide leadership, organization, and foster synergy between all key stake holders.

Coaches will work directly with the Head Coach and Director of Education to develop training sessions, provide leadership and professional development for team members, and encourage team involvement in content development, marketing efforts, and member-facing communications, in collaboration with association initiatives.

Specific Responsibilities and Requirements

- **Coordination and Collaboration**
 - Attend and contribute to monthly coach conference calls and a minimum of two annual in-person coaches' meetings.
 - Work within the bounds spelled out in the "Ends" document which guides the associations business.
 - Assist in designing team training to provide professional development opportunities for team members.
 - Design the development and coordination of effective team education events and other meetings as directed by the Education Department.
 - Connect the Team to the association education programs and support the team/regional relationships.
 - Contribute to and encourage involvement in taskforce work.
 - Collaborate and encourage team member involvement in regional professional development activities.
 - Perform other job-related duties as designated by the Head Coach and Education Department.

- **Mentorship and Professional Development**
 - Mentor team members in the development of timely educational material for the association in cooperation with the Education Department, Marketing Department, task forces, and other work groups.
 - Possess a balanced understanding of all pertinent areas of their discipline.
 - Demonstrate a broad understanding and commitment to snowsports instruction, coaching, the association, and the snowsports industry.

- **Communication**
 - Communicate regularly with the appropriate department regarding all important areas of team operations including, but not limited to, planning, training, and events; communicate all relevant information to team members in a timely fashion.
 - Use strong interpersonal, motivational, and leadership skills to create a customer-focused culture through creativity, innovation, and growth.

- Communicate clearly and succinctly in-person and through email, phone calls, and in presentations to team and staff.
- Maintain open lines of communication with the team, other coaches, and the association leadership.
- Provide frequent feedback and professional development to the team members.

Development and Technical Coach Specific Attributes

The Development and Technical coach work together as a team along with the rest of the coaching staff, and the head coach, to enhance discipline and overall team performance and impact. There is no hierarchy of leadership between the Technical and Development coach.

Alpine Technical Coach

This coach focuses on the discipline specific sport, its impact and identity in snowsports education. The Technical Coach works collaboratively with the Development Coach and Head Coach and represents the discipline on the ELC. This position mentors all team members' technical performance from the discipline perspective, whether it is personal performance or specific projects. The Technical Coach consults on all technical considerations in terms of Interski preparation, event curriculum and educational resource projects. This position works collaboratively with the Development Coach to provide perspective to the team's mission and relevancy to the snowsports industry. The Technical Coach is a visionary thought leader on the specific sport and its place in the greater snowsports community.

Alpine Development Coach

This coach focuses primarily within the discipline specific sport, but has a broader, cross-function role to unite and leverage the strength of all disciplines in people and teaching skills and/or across another discipline standard. This coach focuses on leveraging the Learning Connection to apply professional development across the entire ONEteam. The Development Coach mentors all team members' people and teaching skills competency and consults on people and teaching skill considerations for Interski preparation, event curriculum and educational resource projects. Working collaboratively with the Technical Coach, this coach provides additional perspective to the team's mission and relevancy to the snowsports industry. The Development Coach may utilize additional exceptional skill sets in another specialist area or discipline, making sure the team represents all PSIA-AASI national standards. The Development Coach may chair or consult other association committees/taskforces as necessary.

Snowboard Technical Coach

This coach focuses on the discipline specific sport, its impact and identity in snowsports education. The Technical Coach works collaboratively with the Development Coach and Head Coach and represents the discipline on the ELC. This position mentors all team members' technical performance from the discipline perspective, whether it is personal performance or specific projects. The Technical Coach consults on all technical considerations in terms of Interski preparation, event curriculum and educational resource projects. This position works collaboratively with the Development Coach to provide perspective to the team's mission and relevancy to the snowsports industry. The Technical Coach is a visionary thought leader on the specific sport and its place in the greater snowsports community.

Snowboard Development Coach

This coach focuses primarily within the discipline specific sport, but has a broader, cross-function role to unite and leverage the strength of all disciplines in people and teaching skills and/or across another discipline standard. This coach focuses on leveraging the Learning Connection to apply professional development across the entire ONEteam. The Development Coach mentors all team members' people and teaching skills competency and consults on people and teaching skill considerations for Interski preparation, event curriculum and educational resource projects. Working collaboratively with the Technical Coach, this coach provides additional perspective to the team's mission and relevancy to the snowsports industry. The Development Coach may utilize additional exceptional skill sets in another specialist area or discipline, making sure that the team represents all PSIA-AASI national standards. The Development Coach may chair or consult other association committees/taskforces as necessary.

Adaptive Discipline Coach

This coach represents the Adaptive discipline with a hybrid approach of technical and developmental considerations. This collaborative coach position utilizes their own expertise, with assistance for the Head Coach, Development Coaches and Education Department to execute on the ONEteam plan for the discipline and its role in snowsports education.

Cross-Country Discipline Coach

This coach represents the Cross-Country discipline with a hybrid approach of technical and developmental considerations. This collaborative coach position utilizes their own expertise, with assistance for the Head Coach, Development Coaches and Education Department to execute on the ONEteam plan for the discipline and its role in snowsports education.

Telemark Discipline Coach

This coach represents the Telemark discipline with a hybrid approach of technical and developmental considerations. This collaborative coach position utilizes their own expertise, with assistance for the Head Coach, Development Coaches and Education Department to execute on the ONEteam plan for the discipline and its role in snowsports education.

Please express your interest by sending a letter of intent and resume to Dave Schuiling, dschuiling@thesnowpros.org by 5:00 PM MT, Friday, December 22, 2023.

Letters of intent should provide detail in the following key components:

- Introduction, qualifications, and specific attributes.
- Prior experience, and relevant skills that are appropriate for this position.
- Your four-year vision for the next team term and beyond.
- Insight on your experience working as a leader and collaborating with other leaders toward a common goal.