

## **Bart Adaptive Sports Center**

### **Program Director – Position Profile**

**Location:** Southern Vermont (Bromley, Stratton, The Hermitage Club)

#### **Overview / Opportunity**

Founded in 2002, the Bart Adaptive Sports Center provides over 600 lessons in year-round adaptive sports to children, adults, and veterans with disabilities at three mountains – Bromley, Stratton, and The Hermitage Club – and surrounding areas in Southern Vermont. Driven by a dedicated three-person staff and 80 volunteers, our mission is to provide people with disabilities and their families the opportunity to enjoy outdoor sports, with a focus on skiing and snowboarding. We seek to inspire the athlete inside everyone embodied in our founding principle:

The only limits that anyone has are the limits they set themselves.

We are seeking an ambitious individual to lead our growing organization, bring our mission to more athletes, and expand our strong positions at three mountains. The ideal candidate will collaborate with the Board of Directors on our strategic ambition and provide leadership to our dedicated staff and volunteers as we continue our growth trajectory while retaining our community's culture. This role offers professional growth opportunities with increasing responsibility depending on performance. The ideal candidate can create their own legacy by building on our 20-year history at Bromley as we develop the sizeable growth opportunity at Stratton.

#### **Skills / Qualifications**

- PSIA Alpine and/or Adaptive Certification preferred; instruction experience required
- Management experience – the tools to manage people, delegate, make risk/reward decisions
- Leadership traits - an ability to inspire and motivate students and volunteers
- Empathy and a willingness to work with students of varying abilities
- Strong communication skills; desire to serve as a public leader of the organization
- Bachelor's degree preferred

#### **Responsibilities**

##### *Administrative*

- Coordinate and oversee all day-to-day program operations at three locations - Stratton, Bromley, and The Hermitage Club
- Supervision of three staff members (Program Manager, Program Coordinator, Finance & Operations Manager)
- Manage all aspects of the volunteer instructor experience, including recruitment and retention
- Oversee scheduling of lessons and volunteer instructor assignments
- Collaborate with Board of Directors on development efforts

##### *Teaching / Training*

- Oversee and teach lessons; responsible for overall instructional curriculum and methods
- Ensure adequate volunteer training, including:
  - PSIA skiing/snowboarding teaching standards
  - Disability information
  - Adaptive teaching skills
  - Safety and emergency procedures
- Attend adaptive sports organization events to maintain latest teaching standards and continue to improve personal knowledge
- Manage equipment

### *Marketing & Community Relations*

- Recruit new students and volunteers for winter and summer programs
- Maintain relationships and collaborate with our mountain partners - Bromley, Stratton, The Hermitage Club - and other local or national organizations
- Collaborate with the Board and lead marketing efforts through written and spoken communications, outreach in local community, media coverage, and networking opportunities with organizations within the adaptive sports industry

### **Compensation / Benefits**

#### *Compensation*

- \$50,000-65,000 annual salary
- Full time, year-round position
- Reporting to the Board of Directors

#### *Benefits*

- Two weeks paid vacation
- Seven paid holidays per year
- Healthcare insurance stipend
- Lift passes at Bromley and Stratton Mountains
- Discounts in Bromley Ski Shop and Cafeteria
- Opportunity to ski/snowboard at other mountains at low or no cost
- Professional development support; opportunities to attend adaptive sports seminars and PSIA events when relevant

### **Additional Information**

- [bartadaptive.org](http://bartadaptive.org)
- Facebook
- Instagram
- LinkedIn

### **Application Process**

Please submit a resume and cover letter to [board@bartadaptive.org](mailto:board@bartadaptive.org).

*Bart Adaptive Sports Center is an equal opportunity employer. Personnel and candidates are evaluated without regard to race, color, religion, sex, national origin, disability, marital status, or sexual orientation, in accordance with federal and state law.*