



Head All-Mountain Coach

Position: All-Mountain Head Coach

Employment Type: Full-time Seasonal (September 15 – April 15)

Organization: Flagstaff Ski & Snowboard Team (FSST)

Reports To: Alpine Director

POSITION OVERVIEW:

The All-Mountain Head Coach will lead the development of FSST's All-Mountain program for athletes ages 6 - 17, focusing on building lifelong skiers and riders through a foundation of skill development, terrain exploration, and a passion for the mountains. This position plays a vital role in athlete progression, staff mentorship, and shaping a fun, safety-conscious, and technically-sound team culture.

This role is ideal for someone ready to put down roots in Flagstaff and help shape the next generation of mountain athletes. We're looking for a leader and role model who sees the bigger picture—both on and off the hill—and wants to help grow an all-mountain culture that's adventurous, inclusive, and excellent.

WHY JOIN OUR TEAM?

Located at the base of the San Francisco Peaks in the largest contiguous ponderosa pine forest in the world, FSST is surrounded by some of the most inspiring outdoor terrain in the Southwest. We are stationed on-hill at Arizona Snowbowl, and minutes away from world-class mountain biking, and backcountry access in the Coconino National Forest. Sedona's red rock playground and the Grand Canyon are short drives away—making Flagstaff a hub for multi-sport seasonal work and outdoor living.

FSST is a growing community-oriented program with vast local connections and a passionate leadership team. We believe in coaching the whole athlete—developing confidence, resilience, and respect alongside technical skill. Our All-Mountain program blends freeride, big mountain, skill drills, and team camaraderie for a full-spectrum athlete experience.

Founded in 1967, the Flagstaff Ski & Snowboard Team has deep roots in a community of mountain lovers—skiers, riders, river runners, and all-around adventurers. For generations, we've nurtured a spirit of grit, growth, and outdoor passion. Now, we're looking for the next committed coach to help carry that legacy forward. Join us.

KEY RESPONSIBILITIES:

- Coordinate coach/athlete groups each weekend arranging for level placement and check-in / check-out procedures
- Lead and grow the FSST All-Mountain program in alignment with organizational values and long-term vision



- Design and implement athlete-centered training plans for various age groups and Ability levels
- Coach across a variety of terrain and snow conditions with an emphasis on fun, safety, and progression
- Develop seasonal goals for athletes in collaboration with families and coaches
- Supervise and mentor seasonal assistant coaches, interns, and junior leaders
- Coordinate on-snow sessions, video analysis, and dryland training as needed
- Facilitate athlete evaluations and provide regular feedback to parents
- Support team travel, off-site events, and competition logistics as applicable (Southern Series US Ski & Snowboard, etc.)
- Support hosted events like the Grand Canyon Invitational and US Ski & Snowboard Southern Series
- Communicate clearly with staff, families, and athletes on schedules, expectations, and progress throughout the season
- Manage training equipment and help maintain a safe and organized coaching environment
- Participate in FSST staff meetings, training, and ongoing program development

QUALIFICATIONS:

- U.S. Ski & Snowboard Level 100 certification (Level 200 or Freeride Coaching cert preferred)
- 3+ years experience coaching youth in freeride, all-mountain, and/or ski development programs
- Exceptional skiing ability and comfort on advanced terrain in all conditions
- Positive leadership style and experience mentoring athletes and coaches
- Strong communication skills and the ability to collaborate with a variety of stakeholders
- CPR and First Aid certification (or ability to obtain before season start)
- Valid driver's license and willingness to drive to events and competitions
- Must be physically capable of lifting/moving training gear while on skis and standing for extended periods in variable weather conditions

PREFERRED QUALIFICATIONS:

- USSS Level 200 or Freeride-specific coaching certifications
- Background in competitive freeride or alpine disciplines
- Experience using video review tools and digital athlete tracking
- Background in strength and conditioning or long-term athletic development
- Desire to live in Flagstaff year-round and contribute to team culture and community presence



COMPENSATION & PERKS:

- Competitive seasonal pay based on experience and certifications
- Access to Arizona Snowbowl season pass and discounted partner products
- Professional development support (clinics, certifications, etc.)
- Optional housing support may be available
- Opportunities for off-season income through local outdoor employment, guiding, or training camps
- Travel support
- Bonus

HOW TO APPLY:

Please send a resume, brief cover letter, and 2–3 references to director@flagstaffskiclub.org. Applications will be reviewed on a rolling basis until the position is filled.