



## Big Sky Community School

### *Director of Sports Performance*

Position: Director of Sports Performance

Location: Big Sky, Montana (full-time, in-person)

Start Date: August 2026

Compensation: \$60,000 - \$100,000

### About Big Sky Community School

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Big Sky Community School is an independent, nonprofit K-12 school in Big Sky, Montana, serving approximately 50 students across two divisions. We pair rigorous academics with hands-on, community-rooted experiences. Sixty percent of our 5-12th-grade students are competitive alpine or freeride skiers, and our student body also includes competitive soccer, hockey, and equestrian athletes. Athletics are central to who our students are.

We're built around the idea that competitive athletics and strong academics don't have to compete with each other. We believe this role is an important bridge that provides the support our students need to excel in all areas.

### The Opportunity

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This is a new role and you'll have a hand in defining it. As our Director of Sports Performance, you'll work directly with our competitive athletes across 5th–12th grade, building personal performance plans, advising them on how to manage academics around demanding training and competition schedules, communicating with families, and serving as the trusted adult who sees both sides of their lives.

You'll also build and lead the broader athletic performance programming for all of our 5–12th grade student-athletes: dryland training, strength and conditioning, nutrition education, recovery protocols, and mental performance fundamentals. Every athlete in the school can benefit from what you build, regardless of sport or level. Our philosophy is rooted in long-term athlete development, keeping it fun and movement-rich for younger athletes, building structure and intensity as they mature.

The right person for this role understands the competitive ski environment and values a close, respectful partnership with BSSEF, the on-hill coaching program. You won't be directing the

on-hill training, but you'll make sure our athletes show up rested, fueled, strong, and on top of their academics.

## What You Will Do

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You'll be the primary point person for our competitive athletes across 5th–12th grade, bridging their athletic and academic lives.

### Athlete Advising & Academic Support

- Serve as the primary advisor for our competitive athletes: the person who knows their athletic calendar, their academic load, and their individual needs.
- Work with each athlete at the start of each season to build a realistic academic plan: what gets done before high-volume periods, what can be deferred, and what needs teacher communication.
- Coach athletes in executive function: time management, prioritization, travel planning, and academic recovery after demanding weeks.
- Serve as the liaison between athletes, parents, and teachers when training and competition commitments create academic conflicts, so athletes aren't navigating that alone.
- Communicate proactively with families about athlete performance, well-being, and academic progress.

### Training & Performance

- Build individualized performance plans for each athlete covering dryland training, nutrition, recovery, and mental preparation.
- Design an annual training program for 5–12th grade student-athletes across all sports: fall strength block, in-season maintenance, spring recovery and rebuild.
- Direct dryland and strength sessions built into the school schedule, with emphasis on posterior chain strength, single-leg power, rotational strength, and injury prevention.
- Implement age-appropriate athlete monitoring (wearables such as WHOOP or Garmin for older athletes; simpler RPE and sleep logging for younger athletes) and track readiness, training load, and recovery trends.
- Run daily morning readiness check-ins and use that data to adjust dryland and gym sessions accordingly.
- Develop individual athlete performance profiles updated throughout the season, tracking strength benchmarks, sleep trends, training load, and progress over time.
- Stay closely aligned with the BSSEF race and training calendar, adjusting dryland volume, academic load, and recovery protocols around high-demand periods.

### Nutrition

- Build and implement race-week and race-day fueling protocols, daily recovery nutrition education, and hydration habits across the 5–12 athlete group.
- Work with our school lunch partners to develop the menu and assist in school lunch daily, with athlete fueling in mind.
- Coordinate seasonal consultations with a sports dietitian to ensure athletes receive individualized fueling plans.

## Mental Performance

- Introduce and teach a formal mental skills curriculum: visualization, imagery, pre-competition routines, arousal regulation, and resilience.

## School Operations

- Pitch in on the day-to-day operational needs of a small school: supply management, space setup, lunch cleanup, and whatever else needs doing. We're a small team and everyone contributes.

## Who You Are

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- An athletic performance professional, whether your background is as a ski coach, strength and conditioning coach, or former racer.
- Someone who has competed in or worked alongside competitive ski racing (or another demanding sport) and understands the pressures student-athletes face.
- An advisor and relationship-builder who shows up for the whole athlete.
- Someone ready to build a strong partnership with BSSEF and our on-hill coaching staff.
- Knowledgeable about nutrition, recovery, and load management at the junior level.
- Comfortable with wearable tech and training platforms (or eager to learn) and able to translate data into something athletes can use.
- Motivated by the chance to build this program from scratch.
- Willing to pitch in on school operations as part of a small, close-knit team.
- Valid driver's license.

## Preferred Background

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We are open to candidates from a range of backgrounds. What matters most is experience with athletic development. Strong candidates might include a current or former ski coach looking to expand their role, a CSCS-certified strength and conditioning coach with ski racing experience, or a former alpine or freeride competitor with coaching and training experience. Experience working with athletes on academic advising or executive function is a plus.

## Schedule & Time Off

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Full-time position following the Big Sky Community School academic calendar (including both J-Term periods). Approximately 8 a.m. to 4:30 p.m., Monday through Friday. Includes winter and spring breaks, major holidays, and paid time off.

## Benefits of Joining Our Team

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Big Sky Community School offers competitive compensation based on experience; health, dental, and vision insurance; disability and life insurance; Simple IRA match up to 3% of salary; and paid time off aligned with school breaks.

## Background Check

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All employment offers are contingent upon completion of fingerprinting and an FBI background check, and reference checks.

## Equal Opportunity

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Big Sky Community School is an equal opportunity employer and welcomes candidates of all backgrounds and experiences.

## To Apply

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Email Jeremy Harder ([jeremy@bigskycommunityschool.org](mailto:jeremy@bigskycommunityschool.org)) with your resume and a cover letter describing your athletic performance background, your connection to the ski community, and why this opportunity interests you. Applications will be reviewed on a rolling basis with priority given to submissions received by April 15, 2026.