



## Big Sky Community School

### *Director of Student-Athlete Development / Human Performance Coach*

Position: Director of Student-Athlete Development

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

Start Date: August 2026

### 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 in one of the most extraordinary places in the country. 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 is not a side pursuit here; we weave it into the fabric of who our students are.

Big Sky Community School exists for a specific kind of student, one who refuses to choose. Our student-athletes are serious competitors and serious students, and we are built around the belief that dedicated athletes and rigorous academics do not have to compete with each other. They can, and should, make each other better. We are building the support structures that make that possible.

### The Opportunity

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This is a rare role, one that does not exist at most schools and that you would have a hand in defining. As our Director of Student-Athlete Development, you will operate at two levels simultaneously.

At the individual level, you will work closely with our competitive ski racers, building personal performance plans, advising them academically on the demands of a serious race season, communicating with families, and serving as the trusted adult who sees both sides of their lives. These are dedicated athletes, and they deserve dedicated support.

At the program level, you will build and lead 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 benefits from what you build, regardless of sport or level. Our philosophy is rooted in long-term athlete

development: keep it fun and movement-rich for younger athletes, build structure and intensity as they mature.

The right person for this role understands the competitive ski racing environment and values close partnership with on-hill coaching programs like BSSEF. Our goal is to be hand in glove with the on-hill program so that school and ski coaching reinforce each other rather than compete. You will not be directing the on-hill training. You will make sure our athletes show up rested, fueled, strong, and on top of their academics.

## What You Will Do

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### Competitive Athlete Support (High School)

- Serve as the primary advisor and performance support for our competitive-level athletes, the person who knows their athletic calendar, their academic load, and their individual needs all at once.
- Build individualized performance plans for each athlete covering dryland training, nutrition, recovery, and mental preparation.
- Work with each athlete at the start of each season and race block 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 race weeks.
- Serve as the liaison between athletes and teachers when ski commitments create academic conflicts, so athletes never have to navigate that alone.
- Communicate proactively with families about athlete performance, well-being, and academic progress.
- Stay closely aligned with the BSSEF race and training calendar, adjusting dryland volume, academic load, and recovery protocols around high-demand periods.

### Athletic Performance Programming (All 5-12 Athletes)

- Design and lead a periodized annual training program for 5-12th grade student-athletes across all sports: fall strength block, in-season maintenance, and spring recovery and rebuild.
- Lead 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.
- Own the nutrition program: 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 prepare school lunch daily, with athlete fueling in mind.
- Coordinate seasonal consultations with a sports dietitian to ensure athletes receive individualized fueling plans, not just general guidelines.

- Introduce and teach a formal mental skills curriculum: visualization, imagery, pre-competition routines, arousal regulation, and resilience, one of the biggest gaps in junior ski racing and a genuine competitive differentiator.
- Extend academic advising support to other student-athletes (soccer, hockey, equestrian, and others) as needed.
- Develop individual athlete performance profiles updated throughout the season, tracking strength benchmarks, sleep trends, training load, and progress over time.

### 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.
- This is a small school. Everyone contributes. The operational duties are real but secondary to the performance work.

### Who You Are

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- An athletic performance professional, whether your background is as a ski coach, strength and conditioning coach, former elite racer, or some combination of all three.
- 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. Athletes and their families trust you because you show up for the whole athlete, not just the performance metrics.
- Someone eager to build a strong partnership with BSSEF and our on-hill coaching staff. An existing relationship is a plus, but not required.
- Knowledgeable about nutrition, recovery, and load management at the junior level.
- Comfortable with wearable tech and training platforms (or excited to learn!) and able to translate data into language athletes actually use.
- Energized by building something new. This program does not exist yet, and you would be defining it.
- 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 genuine credibility in competitive ski racing or high-level athletic development. Strong candidates might include a current or former ski club coach looking to expand their role, a CSCS-certified strength and conditioning coach with ski racing experience, or a former elite alpine or freeride competitor with coaching and performance training credentials. Experience working with adolescent athletes on academic advising, executive function, or student-athlete support is a meaningful 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. Can adjust the schedule if you are a BSSEF coach who needs to be on the hill for training.

## Benefits of Joining Our Team

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Big Sky Community School offers competitive compensation based on experience; health, dental, and vision insurance; paid time off aligned with school breaks; and the chance to live and work in one of the best ski communities in the world. More than that, this is a rare opportunity to build something from scratch. The junior ski racing world does not have a program like the one we are creating. You would be the person who builds it.

## 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 resonates with you. Applications will be reviewed on a rolling basis with priority given to submissions received by April 15, 2026.