



Access Mammoth (formerly Disabled Sports Eastern Sierra) seeks qualified full and part-time Adaptive Ski/Snowboard Instructors for the 2026/27 winter season! Adaptive Instructors teach all disciplines of adaptive lessons, assist with volunteer instructor training and operate in a mentor capacity for our volunteers. Both full and part-time positions start early November 2026 and last through late April 2027. Working as an Adaptive Instructor is fun, challenging, and incredibly rewarding. If you want to make a difference in people's lives, please read on!

The ideal candidate will have experience teaching skiing and/or snowboarding to the general public as well as experience working with individuals with disabilities. While the majority of time will be spent on Alpine equipment, snowboard experience/certification is a plus. A minimum of PSIA or AASI Level 1 certification(s) are highly preferred; please apply even if you do not have these so we can talk about options that may work. Candidates must be willing to take a background screen and complete SafeSport training.

### **Knowledge & Skills**

- A commitment to Access Mammoth's mission and values
- Highly motivated to work in an inclusive environment providing services for people with disabilities
- Self-starter and problem solver
- Strong communication skills with a variety of audiences and ability to adapt to the guest
- A flexible, patient, and curious demeanor
- Comfortable teaching a variety of skill levels on alpine skis (mandatory) as well as beginning levels of snowboarding (preferred)

### **Education & Work Experience**

- Experience working with non-profit organizations and volunteers appreciated
- Experience working with people with disabilities preferred
- Ability and experience teaching skiing and snowboarding preferred
- Basic first aid and CPR certification preferred
- PSIA/AASI Alpine/Adaptive/Snowboard Level 1 or higher preferred; pay is certification based and subject to PSIA/AASI status
- Valid driver's license with a clean driving record preferred
- Experience driving a passenger truck preferred
- Experienced in basic ski maintenance preferred

### **Physical Requirements**

- Ability to work in a physically demanding winter environment teaching in all conditions
- Comfortable being physically active for up to six hours daily, often in extreme winter conditions
- Ability to safely lift 50 lbs in full winter ski gear

### **Core Responsibilities**

- Instruct adaptive lessons daily and facilitate outdoor recreation experiences
- Maintain adaptive equipment in good working order

- Maintain equipment and parts inventories
- Assist in coordinating program logistics and supplies for lessons and multi-day camps
- Assist staff in administrative tasks including volunteer and athlete outreach, daily lesson scheduling, program planning, and volunteer management, and office coverage
- Partner with and mentor volunteers if appropriate

**Benefits**

- Ski pass to Mammoth Mountain and June Mountain
- Discount on food in cafeteria while working
- Equipment stipend
- Housing is available to full-time staff at reasonable rates
- 401(k) with competitive match available after full season
- Two paid holidays for full time instructors
- Training in techniques for coaching and supporting athletes with disabilities
- Opportunity to gain relevant instructor certifications
- End of season bonus for season employees who meet the schedule commitment

Position Title: Winter Adaptive Instructor

Reports to: Program Supervisors

Status: Full/Part Time Winter Seasonal

Compensation: \$20 to \$35 /hour, depending on experience/certifications; must be current with PSIA/AASI to receive certification-based pay

Supervises: None

Start Date: November 16, 2026

Seasonal Commitment: November 16, 2026 – April 26, 2027

Certification	Base Pay	Performance Increase Eligible	Lead Eligible	Multi Certification Bump	Additional Notes
Level 0	\$20				
Level 1	\$21	x		\$1 per cert, up to 3	PSIA/AASI Active Only, Receives Base Pay if not current
Level 2	\$26	x	x	\$1 per cert, up to 3	PSIA/AASI Active Only, Receives Base Pay if not current
Level 3	\$30	x	x	\$1 per cert, up to 3, plus \$1 Ed Staff/Emeritus	PSIA/AASI Active Only, Receives Base Pay if not current