

Nakiska Winter Sports School Employee Information 2016-17



Introduction

Our mountain is the gateway to the Canadian Rockies and the proud site of the 1988 Winter Olympics, Nakiska features some of the best cruising and carving trails in the Rockies. A great resort to learn the sport of skiing and snowboarding with wide-open runs groomed to perfection. Nakiska also offers gladed and steep natural terrain for all ability levels. As the closest ski resort to Calgary, it is a family favorite not only because of the short drive but also because of easy on-mountain navigation and a variety of terrain suitable for all levels.

This makes Naksika Winter Sports School one of the busiest schools in the Rockies. Due to this close proximity to the city we are known as 'Calgary's learning mountain', making our Group and Private lessons very popular during the whole week plus we have a wide range of multi-week programs on most weekends.

Mountain Stats

Vertical :: 735M / 2,412ft
Elevation :: Base - 1525m
Summit – 2,260m/ 7451ft
Ski able Acreage :: 1,021 Acres
Run Types :: 71 Marked Trails
Winter Lifts :: Six Lifts
Average Snowfall :: 250cm 8.3ft

RCR Mission

To provide our guests with the best vacation and recreational experience possible.

We would love to have you join the team in making the 2016/17 season one of our best seasons yet!



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K-Country

Welcome to Kananaskis Country one of the many stunning locations in the Rocky Mountains. Working for Nakiska gives you the opportunity to work, play and sleep in one of the most beautiful playgrounds in the world. Not only can you downhill Skiing and Snowboard but there are also plenty of hiking/cross country trails, indoor rock climbing, ice-skating, fun nightlife and much more to enjoy throughout your season. The closest town to staff accommodation and Nakiska is Canmore which has a wide variety of activities and festivals, plus many nightly specials during the winter.

ACCOMODATION

The majority of our housing is located at the University of Calgary Field Station in Kananaskis (approx 20 km from the ski hill) referred to as 'The U'. You will be assigned a shared room with another employee. You will be required to share one bathroom with other roommates and you will have access to a community kitchen and a community living room in each cabin. The cost of housing at the field station is \$9.75 per day (price may change by next fall), which will be automatically deducted from your pay check. A \$100.00 damage deposit is also required upon check in and a \$50 key deposit.

There is absolutely no tolerance for smoking, drugs or theft; any association or involvement will result in immediate eviction and dismissal from your job at Nakiska Ski Resort.

Space is limited and may or may not be an option. If you are offered an accommodation placement we have shuttle services from the field station for those without vehicles, we also offer a shuttle from Canmore if needed. These services are also subject to availability.

You will be required to bring or provide yourself with some living materials, this can be discussed closer to the time.

Life in the Mountains ...

Isn't for everyone due to it's isolation and lack of city luxuries. Wifi & cell phone service isn't available at staff accommodation but is easily accessible at Naksika. Even with these small challenges it's an experience not to be missed. Most staff walk away with life-long friends and many memories. 'The U' is in close walking distance to many trails and the beautiful barrier lake. Surrounded by the beauty of the mountains and the wildlife is a daily adventure plus the social aspect is one of the best things about your season with the ski school.



What's the best part of living at the U?

"Creating bonds with the other ski school staff. Friends that become family. Also finding original ways to entertain ourselves"— Colette 15/16 season

Life in Canmore...

The official town website of Canmore: <http://www.canmore.ca/>

Groceries

Safeway and Save on Foods – These two supermarket chains offer 15% off your final bill (must be over \$30) every 1st Tuesday of the month!

Eating Out

There's a special to find every night in Canmore. We've also included the Casino specials which is only a 5 min drive from 'The U'.

Mon – Woody's - 45cent Wing Night. (Drink purchase & min of 10 order)
The Wood – Wings Night 40c each. (Drink purchase required)
The Drake – Karaoke + ½ Rack of Ribs for \$13.
The Casino - Steak, Salad & Fries \$10.

Tue - The Drake - \$2 Taco's.
Wind Tower - (The Wondering Elk)- Nacho Night \$9.
The Wood – Strip loin Steak dinner with fries or salad only \$10.00!
The Casino – Half Price small pizza's.

Wed - The Drake - Wings night! Chicken wings for around \$5 per pound
Wind Tower - (The Wondering Elk)- ½ Rack of Ribs & side for \$15!
The Wood – Taco Night - fish, shrimp, beef & more, \$3 each after 5pm.
The Casino- 35cent Wing Night.
Elevation Place - \$2 swim nights

Thu - The Casino – Country Comfort Buffet discounts with your staff pass
The Wood – ½ price appy's after 5pm
Wind Tower - (The Wondering Elk) – \$5 for 10 wings. (more chicken!)
Boston Pizza - Buy 2 Appy's, get the 3rd one free.

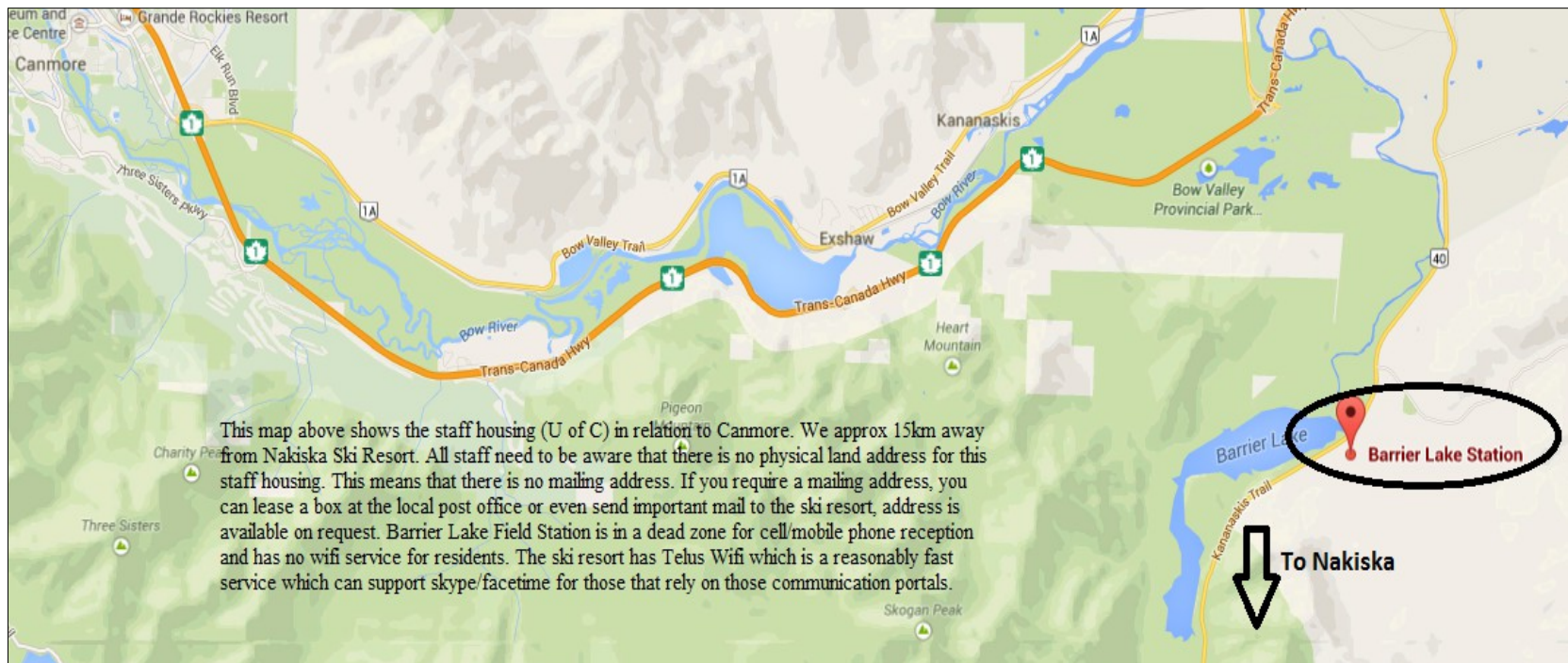
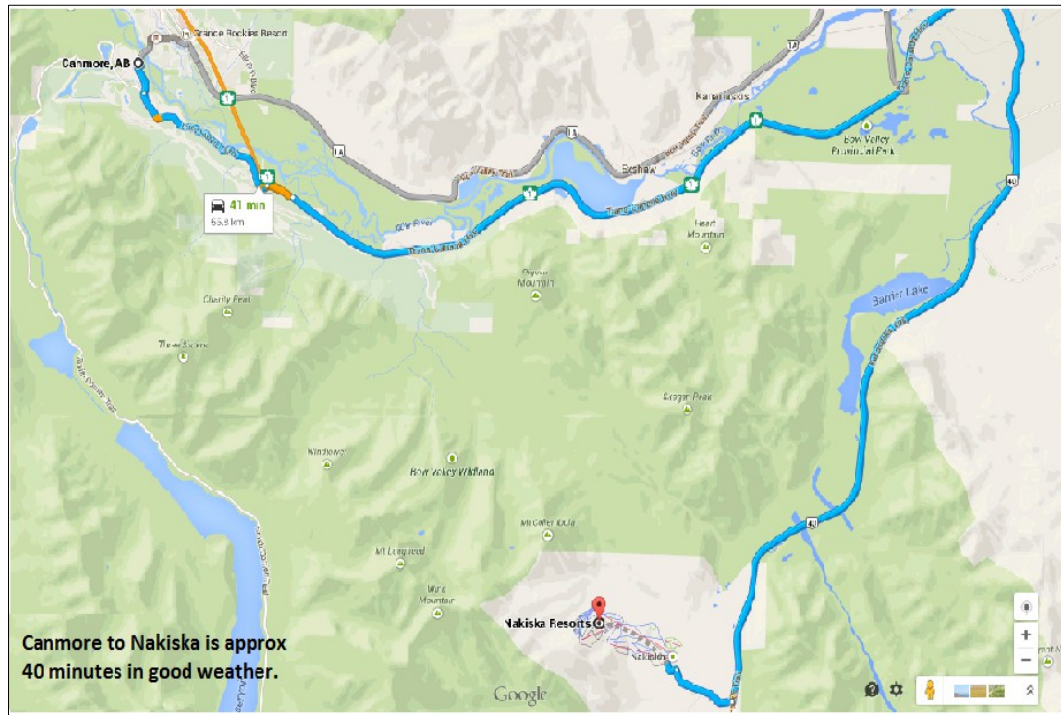
Fri - Wind Tower - (The Wondering Elk)- Pub Night – Burger and pint \$12
The Casino - Steak & Lobster Buffet (All you can eat) \$23 with a drink

Sat - The Casino -Prime Rib Buffet – same as above!

Sun - The Casino- 12oz NY Steak for \$19.99/ With a choice of fries or roasted baby red potatoes, & choice of salad and steamed vegetables!

There are a lot of additional activities available in Canmore and Banff, our staff get involved with town life and will typically go rock climbing, climbing indoors, hiking, kayaking, cycling, yoga and list goes on...when they aren't skiing and riding of course!

Maps



Ski/Snowboard Instructor Position Overview:

To provide guests with a high quality of ski and/or snowboard instruction in accordance with the standards set out by CSIA/CASI. Guests will be of all ages and ability levels and lesson types will vary. Your job will be to ensure that every guest has a safe, fun & informative experience, and carry out all duties and other tasks set out by the Winter Sports School as and when required.

Key Areas of Knowledge:

- Abide by policy and procedures as outlined in the Nakiska Staff Handbook
- Abide by policy and procedures as outlined in the Nakiska Winter Sports School (WSS) Orientation Training
- Assisting guests with resort related queries
- Follow the Resorts health & safety policies and incident/hazard reporting system
- A good knowledge of Canadian ski &/or snowboard instruction practices, (CSIA, CASI)

Key Responsibilities:

- Delivery of excellent ski &/or snowboard instruction, in accordance with standards established by the snow sports school.
- Be willing to accept all assignments that fit within your level of qualification and position in the Winter Sports School.
- Provide guidance and feedback in a manner that is supportive, encouraging and that helps students achieve their goals.
- Provide a superior level of guest service & mountain safety to all visitors & staff.
- Ensure all communication is professional, timely and supports the best interests of Nakiska Resort.
- Assist other mountain departments/management with operational or service tasks assigned by your Supervisor/Manager
- Consistently present and maintain a neat, clean and tidy appearance and a professional image as outlined in your department manual.
- Work as a team to ensure high lesson/school organization standards are met.

Key Skills:

- Minimum level 1 internationally recognized qualification(s) in ski &/or snowboard instruction
- The ability to interpret and apply ski &/or snowboard instructing concepts and terminology in to simple guest friendly terms.
- The ability to work without supervision in a methodical and responsible manner.
- Have a positive attitude and a team orientated work ethic.
- Be punctual, reliable and responsible.



A Day In The Life Of An Instructor...

8am – Arrival for those scheduled on Kritter World.

(K-World is an opportunity for staff to earn a bit extra in their pay check by helping to set up the flags and kids world at the magic carpet area)

8.30am – Morning Meeting: *Daily updates on Schedules/Groups/Weather/Events/Safety Conditions.*

9.25am – Check in time: *All staff head out to the meeting area for lesson check in.*

Go forth with daily duties whether it is teaching, sessions or other duties assigned by supervisors. All instructors need to be on snow and ready 5 minutes before lesson start times.

*All of our lessons daily go out at **9.30am, 11am, 1pm & 2.30pm***

12.30-1pm – Lunch

4pm – Kritter World Pack Away

On certain days we have multi-week programs, these run at different times to our usual day business. Please note that not all of our instructors are required to work on these.

The program times are as follows:

9.30-11.30am & 1.30-3.30pm

On any given day you could have a wide range of different lessons. from adults to kids, private to group, corporate events/lessons and school/community groups.

At Nakiska Sports School you are more than a number. Our approach to equality is that everybody gets a fair share. It's based on work ethic and 'you get out what you put in'. If you are someone who applies themselves to your craft then we are more than willing to give back to you during the season.

PAID WORK

All lessons given are paid at an instructors teaching rate. Any other work given or any paid sessions attended are paid to you at a labor rate. Please see Page 12 for more information on pay rates.



What did you find the most enjoyable part of your winter?

"Enjoying the mountain lifestyle and everything it has to offer"

– Mike Season 15/16



Training

Pre-season training and orientation is an important part of your time at Nakiska. We believe it is important to train our staff effectively in the beginning of the season to set us up for a successful winter.

Some aspects of our training & orientation include the following topics:

- Types of Caring (Natural & Contractual)
- Foundations: Hard/Soft Skills
 - Motivation
 - Leadership style
 - Risk Management

Professional Development

One of the amazing opportunities you have whilst working at Nakiska Winter Sports School is the on going training and development that is offered all season. Sometimes paid and sometimes offered for those willing to improve, there is always a chance to work on and develop your skill as an instructor and as a rider. The supervisors running the sessions are highly qualified in their sport and are passionate at developing your skill as a rider. Below are some examples of the topics covered throughout the winter.

Lesson Approach
 Teaching Tactics/ Games
 Teaching Practice & Professionalism
 Program Splits
 2nd Discipline
 Rider Development
 Teaching Development & Learning Styles
 Free Riding/ Switch Riding
 Carving
 Switching equipment – Ski vs Snowboard
 Dynamic Riding
 Position & Balance
 Basic & Advanced Competencies
 Free Style



Level 1 Instructor course

The Level 1 ski instructor certification is for any skier over the age of 15 that is a competent parallel skier. The Level 1 candidate can expect to be exposed to a variety of terrain, snow conditions and terrain features.

The 3 day level 1 course is an introduction to ski teaching, CSIA technique and methodology, and the role of ski teaching within the ski industry. It combines the basics of practical ski teaching methods, technical understanding and development of guest service skills, specifically addressing children's skiing.

The level 1 certification course includes:

- An introduction to CSIA skiing and teaching methodology
- Strategies to develop skiers from entry level to intermediate
- Techniques and strategies for effective assessment and development
- Personal feedback on ski performance
- Interactive preparatory online module.

Module concepts that will be used through the course include: Technical Basics, Fast Track to Parallel (beginner progression), Lesson Planning, Responsible teaching and Guest Service.

Upon successful completion of a Level 1 CSIA course, you become a member of the CSIA and are billed annually for membership dues by the National Office. Membership benefits are available to you provided your membership dues are fully paid.



How did you find the Level 1 instructors course?

I found it very helpful and clearly laid out. It's very organised and they are very supportive in your development as an instructor. I didn't think I'd walk away enjoying skiing even more.

- Taylor Season 15/16



Pay & Benefits

Pay Days

The two-week pay period ends every second Sunday at midnight. Your pay will be automatically deposited into your bank account on every second Monday. You will be required to open a bank account for direct deposit here in Canada. It is very easy to open a bank account in Canada as long as you have some form of identification; there are some banks that require a minimum deposit of \$50. It will be your responsibility to pick up your pay stub and make sure that it is correct or you can opt to have an electronic version.

Work Week

This, once again, depends on position. Most positions work 5 days a week, anywhere from 6 to 8 hours a day, some busier weeks can mean more days. Our busiest time is usually on weekends, so the majority of staff will have two days off during mid-week, which is actually ideal as the hill is not as busy. Cross Utilization: You will be expected by your Supervisor at certain times within your employment to help out and assist other departments if need be.

DISCOUNTS - To be eligible for discounts employees must show their staff pass.

Lift Access

Free access to all RCR Resorts: Fernie, Kicking Horse & Kimberley
Free access to other Resorts that RCR has reciprocal agreements with Lake Louise, Sunshine Village and other resorts that join annually.

Rentals

Rental discounts are based on availability
50% discount on mid-range rentals
20% discount on high performance rentals

Retail Discounts

25% discount on soft goods and 15% discount on hard goods

Repairs

25% off ski/board repairs on weekdays only

Ski School

Free group lessons based on availability
50% off private lessons based on availability
20% discount on programs for staff and families of staff

Food and Beverage

No discounts on alcoholic beverages, Starbucks, packaged/bottled products
40% discount in the cafeteria
20% discount in the lounge
Coffee, tea, hot chocolate and pop - a \$0.50 environmental charge will apply for each paper cup or \$0.25 when using your own cup

Wages

Qualification	Pay Rate
Level 1	\$15.50
Level 2	\$22.00
Level 3	\$23.00
Level 4	\$24.50
Entry level supervisor	\$23.50

RCR WSS Commission

Instructors also have a commissions program to help increase teaching rates and reward the staff that create guest relationships and in turn generate more business for the Winter Sports School. The commission structure will be released closer to the start of the season. Generally it will be a percentage paid to the instructors based on the type of lesson.

Uniforms

Most outdoor staff are required to wear a company snowsuit suitable for the conditions (black snow pants, Nakiska Winter jacket). Please bring long underwear, warm pants and sweaters to wear underneath your uniform. You will also need a snow helmet, warm boots, gloves, hat and scarf.

There are also company dress and appearance standards that you must also adhere to. Our guests are from diverse cultural backgrounds and tastes. Hairstyles must be conservative, a clean shave is a preferred look for men, and neatly trimmed goatees, mustaches and beards are also acceptable. Facial piercings must be removed while working and tattoos should not be visible. Excessive amounts of jewelry may not be worn on duty for safety reasons.

Commitment

Nakiska Ski Resort has 3 significant sections of the winter season:

- Pre-Season with Public Weekends
- Full Season
- Post Season with Bonus Weekends

Employees hired to work for the season should take holidays after the season ends. If you cannot commit to the full season, please discuss this immediately with the director of the ski school. You are required to commit to all weekends and peak seasons as a full time staff member. Opening and Closing dates are determined closer to the season and will depend on snow fall.

Growth Within the School



Nakiska Winter Sports School offers plenty of opportunity for growth. If you are willing to put in the time and effort to improve yourself as an instructor and rider you will then be given the opportunity to improve and grow within your role.

For those that put in hard work, have great work ethic and make the most of their time here at Naksika, will be given opportunity and many chances for development. There are plenty of training and resources available to all staff meaning that the social aspect of a winter season isn't the only draw card.

If you are interested in pursuing a career in instructing there are a lot of courses that run throughout the winter. Certification in all levels of ski & snowboard run at various resorts in the area. There is also the opportunity to train with our highly qualified supervisors that can help you achieve higher level & dual certifications.

Keep an eye out on the courses available through the winter..

Snowboard: www.casi-acms.com



Ski: www.snowpro.com



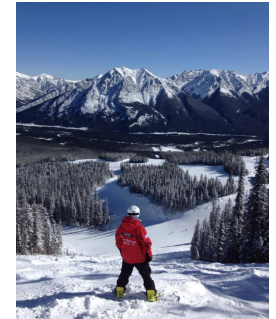
How to apply

Applying is easy! You will need to contact the Winter Sports School Director Marqui on any of the below contact details and send him a copy of your CV. A skype or phone interview will then be set up. Please don't hesitate to email Marqui with any questions or concerns you might have about your potential employment with Nakiska Winter Sports School.

CONTACT

For further information about Nakiska Ski Resort and Employment, please contact:

Marqui Richer
Nakiska Winter Sports School Director
Nakiska Ski Resort
Tel: 403.591.7777 ext 249
mricher@skinakiska.com
www.skinakiska.com



What do previous staff have to say

What's one of the best benefits for working for Nakiska

The awesome reciprocals, awesome staff, awesome hill

- Kirsten season 15/16

What's the best part of your day to day?

Meeting new people and sharing your passion with others!

- Dane season 15/16

