

# Working for Summit...



## ***About us...***

Summit Ski & Snowboard School was founded in 2004 by Henry Meredith Hardy, Erica Meredith Hardy and Paul Hammett. We are three ski instructors with a passion for our sport, for teaching and for Zermatt.

Having spent many years skiing, teaching and working in Zermatt, we committed to setting up Zermatt's first British ski school. Our aim was to provide great ski and snowboard lessons to English speaking guests and to provide a great working environment for our ski and snowboard instructors.

We've come a long way in recent years. However, our core values remain the same. We want to be seen as both a great school to book lessons with and a great school to work for. We know that a happy instructor gives great lessons so these aims go hand in hand.

We insist on sound instruction being provided by all our instructors. We also believe that a client booking tuition with Summit should expect more than just a good technical lesson. A Summit instructor should be a teacher, motivator, friend and inspiration to each and every client. Therefore, every Summit instructor must not only be qualified, but also sociable, entertaining, intelligent, friendly, enthusiastic, knowledgeable and cool.

We hope the following information will give you an insight into working for Summit Ski & Snowboard School. It should also clearly set out the standards we expect of our instructors. Read on... and if you like what you read, please fill out the application form at the end of this document.

## ***Who we employ...***

As a British school we require all our instructors to speak fluent English (although we also value an instructor's ability to be able to teach in other languages) and all training is given in English. As Henry is a BASI Trainer and most of our team are qualified through this system, the training of the Summit team has a definite BASI focus.

We have two teams of instructors working within Summit. A training team and a full time team.

Our training instructor team are employed to teach Summit clients when there is work available and to train for their next level instructor exams when there isn't. We are currently looking for instructors to join our training team. Applicants must have a minimum BASI level 2 qualification, the ability to give high quality lessons and a desire to improve their technical ability and teaching skills. Instructors from our training team will be considered for a position with our full time team in subsequent seasons.

Our full time instructor team is an elite group of highly qualified instructors (minimum ISIA qualified) that offer top quality instruction to Summit clients throughout the season. This team has the first priority on work that comes in. Our full time instructors are chosen from our training team.

## ***What you can expect as a member of the Summit training team...***

### **Work**

Our instructors all teach both private and group lessons. Although the more qualified instructors will be teaching the more technically advanced lessons, no instructors will be consistently teaching beginners or children. *We try and make sure everyone teaches a wide range of lessons.*

### **Priority list**

Although priority on work is given to the Summit full time instructor team, the training team can still expect to teach plenty of lessons through the winter. You can expect to be teaching full days in the high season and on a more part time basis in the low season. *We will guarantee a minimum of 250 hours work through the winter.*

### **Pay**

We pay by the hour and your hourly rate is stated in your contract. Our starting rate of pay is 25CHF per hour (this is increased to 27CHF per hour for BASI level 3 qualified instructors). If a client specifically requests you for private lessons, you will be paid an additional 3CHF per hour while teaching that client. If a Summit client books additional lessons with you (a rollover on existing lessons), you will be paid an additional 9CHF per hour while teaching these lessons. Any hours worked not teaching (i.e. off-snow) will be paid at a rate of 20CHF per hour.

### **Time off**

We will endeavor to give you time off whenever you would like (within reason). The entire school cannot take a day off on the same day, therefore time off is allocated on a first come first served basis. The more notice you give us for time off requests, the more likely we will be able to oblige.

### **Uniform**

We will provide you with a Summit uniform (jacket and pants). We will take a 100CHF deposit for the uniform which will be given back to you when you return the uniform clean and in good condition at the end of the season. Any damage beyond normal wear and tear will be charged at the cost of replacement uniform items and be deducted from your last month's wages.

We will also provide some mid layer uniform which must be purchased by you personally (100CHF).

### **Lift pass**

*We will buy your lift pass for you.* The cost of this pass must be reimbursed by you if you fail to complete the season with Summit.

### **Training**

We are very proud of the training we provide to our instructors. Henry is a BASI trainer and heads up all the training we provide.

We run a full week of training in early December. This will introduce you to the team and help prepare you for the season's teaching.

In the low season, we will provide *three half days per week of formal training*. This training has a personal performance focus with the aim of preparing instructors to pass their technical ISIA and ISTD exams.

### **Summit Professional Development**

We offer training courses throughout November to prepare instructors for the Eurotest and their BASI technical exams. Members of the Summit team are offered a *30% discount on SPD courses*. See our website ([www.spdcoaching.com](http://www.spdcoaching.com)) for more details.

## ***What we expect...***

First and foremost, we expect every member of the Summit team to give great lessons every day.

We also expect members of the Summit training team to have an enthusiastic and positive attitude towards your training. The trainers love to work with people who genuinely want to improve. The Summit trainers efforts in helping you change your skiing will be wasted if you are not prepared to put the effort into practising and pushing yourself during your free time on the mountain.

Beyond that, we expect all our instructors to project a professional image at all times:

- Be punctual for all lessons and meetings
- Promote a fun and safe learning environment
- Instruct and entertain clients
- Wear your Summit uniform properly and keep it clean

We also expect our instructors to act as ambassadors for both Summit and Zermatt:

- Promote Summit at every opportunity
- Be friendly to all local suppliers and our competitors on the hill

We have some 'General Conduct' guidelines that we expect all our instructors to abide by. These are detailed in the Team Handbook that is sent out with all contracts.

Finally, we ask the whole team to meet once a week (normally over a beer) so we have a chance to catch up, announce any issues that concern the whole team and pass on all the positive feedback from the week's clients.

## ***If you're interested in being part of the Summit training team...***

Please fill out the application form through our website. This gives you the chance to tell us about yourself and attach relevant documents to support your application.

Alternatively, you can simply email us at [recruit@summitskischool.com](mailto:recruit@summitskischool.com) or call us on the number below.

Should you have any questions at all, do not hesitate to get in touch.

Many thanks for your time and, should your application be successful, we look forward to seeing you soon.

Henry, Erica & Paul