



Director of Snowmaking

Job Description:

The Director of Snowmaking is responsible for the overall leadership, management, and performance of the resort's snowmaking program. This position oversees all snowmaking operations, infrastructure, equipment, personnel, and capital improvements while ensuring the efficient production of high-quality snow to support safe and exceptional winter recreation conditions.

The Director of Snowmaking serves as the department leader, providing strategic direction and hands-on operational oversight of snowmaking activities. This position supervises snowmaking personnel, manages departmental budgets, oversees maintenance of the snowmaking system, and coordinates daily operations with Grooming, Ski Patrol, Lift Operations, Facilities, Mountain Operations, and other resort departments.

Essential Duties and Responsibilities:

Snowmaking Operations:

- Plan, coordinate, and oversee all snowmaking operations throughout the season
- Develop snowmaking strategies based on weather conditions, water availability, guest demand, and operational priorities
- Monitor weather forecasts, wet bulb temperatures, and snowmaking conditions to maximize production efficiency
- Prioritize snowmaking efforts to support terrain openings, special events, race venues, and seasonal objectives
- Coordinate daily snowmaking activities with Grooming, Ski Patrol, Lift Operations, Facilities, and Mountain Operations
- Ensure consistent snow quality and adequate base depths across all designated terrain.
- Operate snowmaking equipment as needed and provide hands-on leadership during critical production periods
- Evaluate new snowmaking technologies and operational practices to improve efficiency and snow quality

Snowmaking System Maintenance:

- Manage all preventive maintenance and repair programs for pumps, compressors, cooling systems, water lines, hydrants, valves, electrical systems, automation controls, and snow guns
- Oversee preseason installation, in-season maintenance, and postseason shutdown and winterization of the snowmaking system
- Coordinate inspections, repairs, and testing to ensure maximum system reliability and performance
- Maintain accurate maintenance records, equipment inventories, and service schedules
- Order parts, equipment, tools, and supplies while maintaining inventory and controlling costs
- Coordinate manufacturer warranty work and contractor services when necessary
- Develop long-term infrastructure replacement plans and capital improvement recommendations

Leadership & Staff Management:

- Supervise, schedule, and lead all snowmaking supervisors, operators, mechanics, and seasonal personnel
- Recruit, hire, train, mentor, and evaluate department employees
- Prepare employee schedules to ensure adequate staffing for overnight, weekend, holiday, and emergency snowmaking operations
- Conduct performance evaluations and provide coaching, corrective action, and professional development opportunities
- Foster a positive work environment emphasizing teamwork, accountability, communication, and continuous improvement

Safety & Compliance:

- Ensure all snowmaking equipment is operated and maintained in accordance with manufacturer recommendations and company safety policies
- Enforce safe work practices throughout all snowmaking operations
- Ensure compliance with OSHA regulations, environmental requirements, water usage permits, and applicable state and local regulations
- Conduct regular safety meetings, inspections, and incident investigations
- Ensure employees utilize appropriate personal protective equipment and follow safe operating procedures

Administrative Responsibilities:

- Develop and manage departmental operating and capital budgets
- Monitor labor costs, utility consumption, maintenance expenses, water usage, and equipment utilization
- Maintain snowmaking production reports, maintenance records, employee timekeeping, and operational documentation
- Prepare reports and recommendations for senior management regarding snowmaking performance, staffing, infrastructure improvements, and capital projects
- Participate in strategic planning for mountain operations, snowmaking expansion, and long-term infrastructure development

Qualifications:

- High school diploma or GED required; associate's or bachelor's degree in Engineering, Business Management, Ski Area Operations, or a related field preferred
- Seven or more years of progressively responsible experience in snowmaking operations.
- Previous supervisory or management experience required
- Strong knowledge of snowmaking systems, pumping stations, compressors, water distribution systems, electrical controls, and snowmaking equipment
- Experience managing departmental budgets and capital improvement projects.
- Valid driver's license with an acceptable driving record

Knowledge, Skills, and Abilities:

- Extensive knowledge of snowmaking operations, equipment, and snow production techniques
- Strong understanding of weather forecasting and snowmaking science
- Excellent leadership, communication, and employee development skills
- Ability to prioritize multiple projects and respond effectively to changing weather and operational needs
- Strong organizational, budgeting, and problem-solving skills
- Ability to work independently while collaborating effectively with multiple departments
- Strong knowledge of mountain operations and ski area infrastructure

Physical Requirements:

- Ability to work outdoors in cold, snowy, and adverse weather conditions
- Ability to lift up to 50 pounds
- Ability to climb, bend, kneel, crawl, and work around mechanical and electrical equipment
- Ability to traverse steep and uneven mountain terrain
- Ability to operate snowmobiles, utility vehicles, and snowmaking equipment for extended periods
- Ability to work overnight shifts, weekends, holidays, and extended hours during snowmaking operations

Work Environment:

- Combination of outdoor mountain operations, pump houses, maintenance facilities, and office environment
- Exposure to cold temperatures, snow, ice, water, electrical equipment, pumps, compressors, loud machinery, and moving equipment
- Seasonal overtime, overnight work, and on-call availability are required during snowmaking operations

Preferred Certifications:

- OSHA Safety Training
- First Aid/CPR Certification
- Electrical, Mechanical, or Industrial Maintenance Certification
- Manufacturer-specific training on snowmaking equipment and automated snowmaking systems
- SMI knowledge preferred

Key Competencies:

- Leadership and Team Development
- Snowmaking Operations Management
- Infrastructure and Equipment Management
- Strategic Planning
- Budget and Cost Management
- Mechanical and Technical Knowledge
- Safety Leadership
- Communication
- Decision Making
- Problem Solving
- Time Management
- Customer Service Focus

Salary:

Competitive salary commensurate with experience, qualifications, and overall fit for the position