



Snowcat Operations & Vehicle Maintenance Manager

Job Description:

The Snowcat Operations & Vehicle Maintenance Manager is responsible for the overall leadership, management, and performance of the snowcat grooming program, fleet maintenance, operations, and supervisor of grooming personnel. This position oversees the maintenance, repair, and operation of all snowcats, trucks, Kubota utility vehicles, snowmobiles, and related equipment while ensuring high-quality grooming operations providing safe and enjoyable winter recreation conditions.

The Snowcat Operations & Vehicle Maintenance Manager serves as a working manager, providing hands-on leadership in equipment maintenance and snowcat operation while supervising grooming and maintenance staff, managing departmental budgets, and coordinating daily operations with Snowmaking, Ski Patrol, Lift Operations, Facilities, and Mountain Operations.

Essential Duties and Responsibilities:

Snowcat Operations:

- Plan, coordinate, and oversee all daily and nightly grooming operations
- Develop grooming plans based on weather conditions, snow quality, guest traffic, and operational priorities
- Ensure ski slopes, terrain parks, and other snow surfaces are groomed to the highest quality standards
- Monitor changing weather and snow conditions and adjust grooming plans accordingly
- Operate snowcats as needed to support daily operations and train operators
- Coordinate grooming schedules with Snowmaking, Ski Patrol, Lift Operations, Facilities, and Events

Fleet Maintenance:

- Manage all preventive maintenance and repair programs for snowcats, trucks, Kubota utility vehicles, snowmobiles, and other maintenance equipment
- Perform or oversee inspections, diagnostics, repairs, and scheduled maintenance on diesel and gasoline engines, hydraulic systems, electrical systems, drivetrains, tracks, and grooming attachments
- Maintain accurate maintenance records, repair logs, and service schedules
- Order parts, tools, fluids, and shop supplies while maintaining inventory and controlling costs

- Coordinate manufacturer warranty work and outside repair services when necessary
- Develop long-term equipment replacement plans and capital improvement recommendations

Leadership & Staff Management:

- Supervise, schedule, and lead all snowcat operators, grooming personnel, and maintenance staff.
- Recruit, hire, train, mentor, and evaluate employees
- Prepare employee schedules to ensure adequate coverage for overnight, weekend, holiday, and special event operations
- Conduct performance evaluations and provide coaching, corrective action, and professional development
- Foster a positive work environment emphasizing teamwork, accountability, communication, and continuous improvement

Safety & Compliance:

- Ensure all equipment is operated and maintained in accordance with manufacturer recommendations and company safety policies
- Enforce safe work practices in both grooming and maintenance operations
- Ensure compliance with OSHA regulations and applicable environmental standards

Administrative Responsibilities:

- Develop and manage departmental operating and capital budgets
- Monitor labor costs, maintenance expenses, fuel consumption, and equipment utilization
- Maintain grooming reports, maintenance records, employee timekeeping, and operational documentation
- Prepare reports and recommendations for senior management regarding equipment performance, staffing, and operational improvements
- Participate in strategic planning for mountain operations and long-term fleet management

Qualifications:

- High school diploma or GED required; technical training in diesel mechanics, heavy equipment, or a related field preferred
- Five or more years of experience operating and maintaining snowcats or heavy equipment.
- Previous supervisory or management experience required
- Strong knowledge of snow grooming techniques and mountain operations
- Experience maintaining diesel engines, hydraulic systems, electrical systems, and heavy equipment
- Valid driver's license with an acceptable driving record

Knowledge, Skills, and Abilities:

- Extensive knowledge of snowcat operation and grooming practices
- Strong mechanical aptitude with experience in heavy equipment maintenance
- Excellent leadership, communication, and employee development skills

- Ability to prioritize multiple projects and respond effectively to changing operational needs
- Strong organizational, budgeting, and problem-solving skills
- Ability to work independently while collaborating effectively with multiple departments

Physical Requirements:

- Ability to work outdoors in cold, snowy, and adverse weather conditions
- Ability to lift up to 75 pounds
- Ability to climb, bend, kneel, crawl, and work around heavy equipment
- Ability to operate snowcats and maintenance equipment for extended periods
- Ability to work overnight shifts, weekends, holidays, and extended hours during the winter season

Work Environment:

- Combination of outdoor mountain operations, maintenance shop, and office environment
- Exposure to cold temperatures, snow, ice, diesel fuel, lubricants, hydraulic fluids, moving machinery, and loud equipment
- Seasonal overtime and overnight work are required during winter operations

Preferred Certifications:

- Snowcat Operator Certification
- Diesel or Heavy Equipment Mechanic Certification
- OSHA Safety Training
- First Aid/CPR Certification
- Manufacturer-specific training (Prinoth, PistenBully, etc.)

Key Competencies:

- Leadership and Team Development
- Fleet and Equipment Management
- Snow Grooming Operations
- Mechanical Troubleshooting
- Safety Leadership
- Strategic Planning
- Budget and Cost Management
- Communication
- Decision Making
- Problem Solving
- Time Management
- Customer Service Focus

Salary:

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