Montage Mountain
Ski & Snowboard School
2026-2027

SKI & SNOWBOARD INSTRUCTORS

INSTRUCTOR TRAINING COURSE 2026

COURSE APPLICATION MATERIAL

November 29, December 6, 12 & 13, 2026

Alpine Skiing & Snowboard Teaching

Return Registration to:

Mark Siekierka, Director
Montage Mountain Ski & Snowboard School
1000 Montage Mountain Road
Scranton, PA 18507

(570) 969-7669 or marks@montagemountainresorts.com

Please Return:

1 Only Last Two Pages as soon as possible.
2 Employment Application for Montage Mountain

Things You Need to Do:

1. Is Your Form Signed by a Parent (if under 18)?
2. Are you over the Age of 16? (or will you be by Dec 21?)
3. Send a check for **$30** to secure your spot in the course. The $30 fee is non-refundable.
4. Do a **Pre-employment Criminal Background Check** at: https://epatch.pa.gov/home Print it out and bring it in the first day of the Course.
5. Do a **Child Abuse Check** at: https://www.compass.state.pa.us/cwis/public/home Print it out and bring it in the first day of the Course.
6. Do an FBI Fingerprint Criminal History Background Check at: https://www.pa.gov/services/dhs/apply-for-an-fbi-criminal-history-background-check
7. Please take the ***New Instructor Course*** online at: https://lms.thesnowpros.org/product/new-instructor course/, Click *Add to Cart*, Click *Checkout,* there is no charge for this online course. **Take the course and print the Certificate at the end of the course**. Bring the certificate on the first day of training. 7. Please review the Schedule & Time Commitment on Page 2

Course is both inside & outside. Day 1 is inside. Bring equipment on the 2nd Day and dress accordingly.

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Montage Mountain Ski & Snowboard School
SKI & SNOWBOARD INSTRUCTORS

VACANCY ANNOUNCEMENT FOR 2026-2027 SKI SEASON: Montage Mountain is seeking qualified part-time & Full Time Alpine Skiing & Snowboard Instructors. You must be age 16 by Dec. 21st or older and available to work approximately 3 shifts per week. We hire High School & College Ages, Adults, Retirees and everyone in between! We are one big family at the Ski & Snowboard School!

MINIMUM REQUIREMENTS:

- Age 16 by December 21, 2026
- Strong commitment and desire to teach/instruct Skiing or Snowboarding
- Ability to communicate effectively.
- Intermediate skiing/snowboarding ability
- Need your own Equipment
- Successfully completing the Montage Mountain **Instructor Training Course (ITC)**
- **0R-** already have Level II or III certification with Professional Ski Instructors of America (PSIA)

INSTRUCTOR TRAINING COURSE (ITC):

The course consists of 4 days in November and December. It is designed as an instructional learning segment for an instructor position at Montage Mountain if you do not have any certifications in ski or snowboard teaching. Course topics will cover basic ski/snowboard teaching, communication skills, demonstration skills and customer service skills. All candidates will be interviewed for employment, the highest scoring candidates in the ITC will be considered for employment. **You must attend all 4 sessions to pass the ITC** and qualify to be offered a position. Taking the ITC course does not guarantee employment.

ITC COURSE: (4 sessions run 8:30 A.M. to 3:30 P.M.)
November 29, Introduction of Teaching Snowsports / Team Building / Guest Service Model
December 6, Indoor &/ or On-snow Training
December 12, Indoor &/or On-snow Training
December 13, Evaluation/Graduation Day

Here's what you need to do:
Cost of the course is $30 (includes course material, lift access & training).

1. Please fill out the last two pages of this packet and return them to the address on the front cover.
2. Please send in the course fee prior to the first day of the course, November 29, 2026, to secure your spot in the course. If you are a late Sign up please email: marks@montagemountainresorts.com
3. Please make Check made payable to Montage Mountain for $30.
4. Please have the criminal background check and child back ground check done before the first day of the course.
5. Please have your certificate printed from the PSIA *New Instructor Course* that you took online.
6. Walk-ins the first day of the course must have payment in the form of cash or check. If you do not have payment you will not be allowed into the course.

If you have any questions, please leave a message for Mark Siekierka, Director, Montage Mountain Ski & Snowboard School at marks@montagemountainresorts.com

Montage Mountain Ski School & Snowboard School Ski & Snowboard Instructors

Job Description: Instructors teach the fundamentals of the sport of alpine skiing or snowboarding to a group and/or individual while actively participating in the sport. The instructor follows the guidelines and directives of the Professional Ski Instructors of America (PSIA), American Association of Snowboard Instructors (AASI), and that of the Montage Mountain Ski & Snowboard School. While teaching the sport, the instructor uses teaching skills and knowledge that takes in consideration the student's skiing ability, health, age, and comfort level, along with terrain, equipment, and snow conditions. The goal of the instructor is to maximize a student's enjoyment of the sport by improving their ability and confidence in a fun, safety conscious learning environment. The instructor must demonstrate excellent customer service through these processes.

Wage Compensation: Instructors are paid for the actual time teaching a class session or other assigned duties---Instructors are not paid for time at the area, clinics, free-skiing, etc. The rate per hour of compensation varies depending on experience, PSIA certification level, and number of years teaching at Montage Mountain. **First-year** starting pay is **$14.00-$24.00**/ hour depending on whether you are teaching Group or Private Lessons.

Qualifications:

· All new candidates not Certified Level II or III must take the Instructor Training Course (ITC) in order to qualify for employment consideration.

· Only PSIA/ AASI Level II or III are waived the requirement of taking the Instructor Training Course. The standard for employment is a Level III PSIA Ski Instructor. If not Level III, in good standing with PSIA, Instructors are asked to improve their qualifications, by attending the training weekend (Mid- December) or clinics after lineups when not assigned a lesson. These clinics are free of charge to all Montage Mountain Instructors.

SCHEDULE AND COMITMENT:

1. Commitment for Instructors is 3 shifts per week, both Sat & Sun shifts are preferred and one night per week.
2. Local (Part-time) Instructors: (within a 40-mile radius of the mountain) must commit to 30 shifts per season in order to remain on staff and keep skiing / riding privileges.
3. Weekend (Part-time) Instructors (living further than the 40 mile radius of the mountain) must commit to 20 of 30 Sat. & Sun. days.

SATURDAYS & SUNDAYS:

TYPICAL DAY SHIFT

8:30AM – 3:30 PM. There are usually 2-3 Lessons Available for you to teach per shift.

TYPICAL NOON SHIFT

Noon - 8:30PM. There are usually 2-3 Lessons Available for you to teach per shift.

WEEKDAYS Mon - Fri:

FULL TIME DAY SHIFT

Mon – Friday from 8:30AM-4PM. You get paid by the day regardless how many lessons you teach. Please inquire when you submit your application.

TYPICAL NIGHT SHIFT

6:00 P.M. - 8:30 P.M. There is usually only 1 Lesson Available for you to teach per night shift. From time to time special "After School Shifts will be available" These will be posted as these special lessons are sold.

E. Uniforms: The Ski Area owns the uniform jackets (Royal Blue Jacket). A security deposit will be taken via Credit Card when your uniform jacket is issued to you. When the uniform jacket is returned in good condition you will receive your security deposit back. Black ski pants must be worn with the uniform jacket. Full uniform (including nametag and photo I.D.) is to be worn while at the ski area.

(Please print last name here) _____
MONTAGE MOUNTAIN SKI & SNOWBOARD SCHOOL
INSTRUCTOR TRAINING COURSE
APPLICATION AND CONSENT/RELEASE FORM

NAME: _____AGE: ____

BIRTHDATE: ___/___/___ SEX: M / F

Email Address_____

Cell Phone or Most Available Phone #:_____

****PROGRAM:** Montage Mountain INSTRUCTOR TRAINING COURSE (ITC)

November 29, December 6, 12, & 13, 2026

Circle one:

Skiing OR Snowboarding

****READ THIS****:
If you do not accept fully the conditions below do not participate in the above program.
I, undersigned, want to enroll in the above program and realize that alpine skiing/snowboarding is an action sport carrying significant risk of personal injury. I also realize that training drills, bump skiing, ski racing and other freestyle skiing/snowboarding whether training or competing is even more dangerous. I also understand that participation in the program is totally voluntary on my part and that some of the training may be scheduled on double black diamond slopes (as a participant's option) at Montage Mountain. I realize that the course conductor or instructor may request me to do certain exercises and drills during the program and that it is my option to participate in a specific exercise or drill or to ski/snowboard on a particular trail/slope. I know there are natural and man-made obstacles or hazards, surface and environment conditions, and risk which in combination with my actions can cause me severe or occasionally fatal injury. I agree that I, as a participant, must take an active role in understanding and accepting these risks, conditions, and hazards. I further agree to release, hold harmless and grant complete indemnification to the Montage Mountain Ski & Snowboard School, The Course Conductors, Montage Mountain, its employees, agents, sponsors, volunteer workers and assignees should any of the above occur.

****SIGN HERE:**

Participant' Signature: _____Date:___/___/___

Parent/Guardian Signature: _____Date: ___/___/___
(Required if participant is under 18 years old)

PLEASE PRINT the following information of the person signing above (use parent/guardian information if participant is under 18 years old):

Name: _____

Street/Box: _____

City: _____State: ____Zip Code: _____

Telephone: (Home): _____(Cell): _____

Email: _____

Please fill out this questionnaire and return with ITC consent/release form:

How did you find out about the ITC Course?

What is your main motivation for wanting to be an instructor or taking the ITC course?

Did you read the Schedule / Time Commitment on Page 2? Do you have any conflicts with this schedule?

Describe an example in your life when you were a "team player" in a group of people.

Are there any questions you have about working at Montage Mountain or taking the ITC course that we can answer for you?

Do you currently play any other sports? Is it a team sport? How do you need to be adaptable for the team?

Write a brief note about the most fun time you have ever had skiing or snowboarding.

Are there any friends you would like us to send ITC course material to?
(Name, Email, Phone #)