



2025–2026 Trainer Development Program

Dear Prospective Trainer,

Thank you for your interest in contributing to the Beaver Creek training team. Please take a moment to review the purpose statement, core values, job dimensions, and personal skills outlined below before moving onto the Next Steps section.

A **PSIA-AASI Advanced Educator (or international equivalent)** is expected to lead and facilitate clinics for the majority of our staff. These individuals bring current knowledge, strong expertise, and serve as role models who continually seek to grow and develop.

A **Beaver Creek Specialty Trainer** has specialized education and abilities in a particular area of focus. They, too, model professionalism and a commitment to ongoing learning and growth.

To ensure consistency and development across our team, all prospective trainers are required to complete the **Trainer Development Program** as outlined below.

Trainer Purpose Statement

To build strong partnerships with instructors, management, and resort staff in order to continually develop, improve, and model a culture of effective, creative, and professional teaching within our schools.

Trainer Core Values

- **Leadership** – Model the behaviors, passion, and attitudes of a consummate teacher. Support the goals of instructors, management, and the organization. Serve as a coach and mentor during and beyond clinic time.

- **Honesty** – Be authentic in self-reflection and receptive to feedback. Provide feedback that is honest, compassionate, and empathetic. Invite feedback from participants to foster trust and rapport.
 - **Empathy** – Deliver feedback with consideration for the perspectives and feelings of staff, management, and peers.
 - **Desire to Lead and Learn** – Engage as both a leader and a learner; continually strive to grow as a trainer.
 - **Respect** – Build respectful relationships through active listening, thoughtful decision-making, and adapting to the needs of others. Treat yourself and others with dignity.
 - **Professionalism** – Demonstrate consistency, reliability, and accountability in all training responsibilities.
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Job Dimensions

1. Follow clinic protocols and paperwork procedures promptly and professionally. Begin and end clinics on time.
 2. Understand each participant's goals and use progressions appropriate to their level.
 3. Model the importance of safety in all clinics, whether leading or attending.
 4. Develop and promote clinic topics that align with instructor needs. Actively market clinics to peers, gather input on areas of interest, and communicate feedback to the Training Manager. Support supervisors in communicating schedules and topics.
 5. Participate in trainer training events.
 6. Observe talented instructors and recommend potential trainers to the Training Manager.
 7. Collaborate with management to design new clinics.
 8. Work with the Training Manager to review and improve feedback processes and forms.
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Personal Skills

1. Continue professional development by participating in exams, clinics, competitions, and tryouts.
 2. Act on feedback received from clinic participants and leaders.
 3. Attend clinics to further improve personal skiing or riding skills.
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Minimum Requirements for Entering the Developing Trainer Program

- **3–6 Program Training:** Level 2 and CS2
 - **7–14 Alpine Program Training:** Level 2 and CS2
 - **Snowboard Program Training:** Level 2 and CS2
 - **Adult Program Training:** Level 3 and CS2
 - **Certification Training:** PSIA Alpine or AASI Snowboard Trainer level with CS2, or ISIA equivalent
 - **Beavo Program Training:** Level 2 and CS2
 - **Freestyle and Park Pass Program:** FS2
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Next Steps to Become a Beaver Creek Trainer

1. **Letter of Intent** – Submit to Stacey Gerrish, Training Manager, outlining:
 - Your areas of interest in delivering training
 - Why you wish to become a trainer
 2. **Letters of Recommendation** – Provide two letters from Beaver Creek instructors in different programs. Submit to sgerrish@vailresorts.com.
 3. **Interview** – Schedule an in-person interview with the Training Manager, this meeting will include one additional Senior Leadership Team member.
 4. **Credentials** – Submit a copy of your current PSIA-AASI card or international equivalent.
 5. **Indoor Clinic Outline** – Develop and submit an indoor clinic outline to the Training Manager.
 - Upon approval, the clinic will be scheduled.
 - A trainer or the Training Manager will observe and provide feedback prior to leading on-snow clinics.
 6. **Pathway Planning** – Work with the Training Manager (and, as appropriate, management, trainers, and educational staff) to establish a pathway toward becoming a trainer.
 7. **Auditing Clinics** – Developing trainers may be asked to audit other trainers' sessions before leading clinics independently.
 8. **Trainer Audits** – Developing trainers will be audited by the Training Manager or a current trainer before being assigned to lead training clinics.
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Trainer Audit Pay

- Must be pre-approved by the Training Manager
- Limited to a maximum of 5 days, must have prior approval