

Thank you for your interest in joining the PSIA-E Alpine Development Team.

While there are no National Standards for performance above Level III, it is expected from our division, members, and frankly ourselves, that as a member of the PSIA-E Development Team we will develop our skills to exceed the Level 3 National Standard in our ski performance, teaching skills, people skills, and technical knowledge. Furthermore, we are actively working to grow and improve in these areas at all times. Team members must epitomize the athleticism, commitment, openness, selflessness, and passion that are required to be inspirational and motivational for our teammates, BOE members, PSIA members, our home schools, and guests. As a reference, I have adapted the PSIA Level 3 National Standard for Dev Team members to work toward.

PSIA-E Education Staff possess high levels of skill in the three areas identified in the Learning Connection Model (Skiing, Teaching, & People) that allow him or her to make an **uncompromised contribution** to the customer, the association, and the ski industry.

Education Staff demonstrate, and have the ability to train and inspire L1, L2 and L3 members, to assess all variables with regard to student personality traits, goals, abilities, needs, the learning environment, conditions of the day, available terrain, equipment, etc.; to synthesize these parts into a viable lesson plan; to communicate intrinsic feelings/sensations related to the interaction of boots, skis and snow; and to appropriately adjust or modify lesson content as required by any situation. PSIA-E Education Staff are able to train L1, L2 and L3 members to ski at, or above, the National Standard.

PSIA-E Education Staff are able to ski at a level that is consistently above the average L3 skier's performance; skiing all green, blue, black (double black where available) terrain in all conditions; demonstrating at speeds for advanced zone skiers; and maintaining control at expert speeds accurately blending the skills to accomplish the required tasks while adjusting turn shape in all conditions and situations. The fundamental movements are polished in all tasks and blended through all turn phases and from turn to turn producing dynamic, rhythmic turns in all conditions and situations. In addition, they must be able to vary rate and timing and blend all fundamentals on demand, with regard to tactical considerations for any defined ski performance outcome.

The PSIA-E Alpine Development Team Tryout should be approached as a job interview. We are looking for two types of team members: 1) inspirational instructors who want to develop their skills, conduct clinics, and move onto becoming Examiners and leaders in our division and nationally; and 2) experienced clinicians who are ready and able to conduct update clinics, and similar events, within their region. Successful candidates will be joining a team of highly dedicated, hard-working professionals. The Eastern Division will be investing time, money, and energy to help you develop your skiing, teaching and people skills. In exchange, we expect that, at a minimum, over your four-year term you will make yourself available to:

- Complete 20 days of required understudies – over the four years
- Attend two days of Development Team Training annually
- Be available to work, if needed, at least 15 days a year for PSIA-E Division Events

Ideal candidates are also available to attend optional regional training days and will seek other opportunities to develop their skills.

For mandatory understudies and training days Dev Team Members will be paid a daily Training Rate of \$47.20. When a Dev Team Member conducts a PSIA-E event they are paid a starting rate of \$157.50 per day. Lodging, meal and travel expenses are only paid when a Dev Team Member conducts an

event and for the two days of Development Team Training annually. All other lodging, meal and travel expenses are the responsibility of the team member.

By Monday March 9th, all candidates must submit the following, in writing, via email to [mskinner@psia-e.org](mailto:mskinner@psia-e.org).

- A letter of introduction which answers the following questions:
  1. How much time are you able to commit per year to participating on the Dev Team / working for PSIA?
  2. Are you available weekends/midweek or both for PSIA activities/work?
  3. In what region would you prefer to work?
  4. What are your 5 year goals in the ski industry?
  5. Indicate one specific thing you can, and would like to do, for the members if you earned a spot on the Dev Team.
  6. If you are a current, or former, Dev Team member, what do you believe is your greatest contribution to the organization and or team.
- Provide the name, phone and email for three references: your boss, a colleague, and a customer.
- Resume – not to exceed two typed pages

The Development Team Tryout will be conducted on March 25 and 26<sup>th</sup> at Sugarbush in Warren Vermont. During this tryout candidates will be assessed by a group of selectors **AT ALL TIMES**. Candidates will be evaluated on the following items, with important values for Dev Team Members being more heavily weighted:

- Skiing ability – accurate and inspirational
- Technical knowledge – well-rounded and contemporary
- Teaching skills – student centered and includes kinesthetic outcomes
- People skills - including but not limited to:
  - a. Develop relationships based on trust
  - b. Engage in meaningful, two-way communication
  - c. Identify, understand, and manage your emotions and actions
  - d. Recognize and influence the dynamics and emotions of others
- Introduction Letter Responses and Resume – goals for the future, ETS aspirations, and availability

Depending upon the number of candidates for the tryout there may need to be a cut at the end of the first day. The format for the tryout will be explained to all candidates on the morning of March 25th.

We look forward to seeing you in March. Please contact us if you have any questions.

Kathy Brennan

PSIA-e Dev Team Coach

[kathy@arc2arc.com](mailto:kathy@arc2arc.com)