

# **ARE YOU SUGAR BOWL SKI TEAM & ACADEMY'S EXECUTIVE DIRECTOR?**

We are a unique organization combining a Northern California college prep school for competitive skiers and a comprehensive ski and snowboarding program for passionate snowsport athletes. Grit, Grace and Courage is our motto. And we have goals as big as Sugar Bowl, the mountain we call home.

The ideal candidate will be a leader who can help us realize our vision. We have goals to see all of our student-athletes go to top-tier colleges of their choice and pursue athletic excellence.

If this sounds like your kind of challenge, we invite you to learn more about us and to apply to be SBSTA's Executive Director.

SUGAR BOWL ACADEMY

815

# A COMMUNITY OF PASSIONATE SKIERS

## OUR MISSION

Sugar Bowl Ski Team & Academy is a community dedicated to providing passionate skiers the opportunity to pursue athletic dreams, academic excellence, and personal growth while celebrating grit, grace, and courage.

## OUR VISION

To be the recognized gold standard for ski teams and ski academies.

## OUR CORE VALUES

We believe in...

- ...providing a supportive and safe community which celebrates family, shared values and goals, open communication, and service.
- ...providing the opportunity to pursue athletic and academic excellence.
- ...developing strong character with respect, integrity, empathy, and sportsmanship.
- ...developing confident and resilient people who embody work ethic, accountability, perseverance, and adaptability.
- ...developing people who lead healthy, happy, and purposeful lives.

## OUR PILLARS

- Offer the highest-quality skiing experiences and training opportunities from mini-mites to FIS
- Deliver rigorous college preparatory academics to meet the immediate challenges of student-athletes as well as support for their long-term goals of education and career
- Provide the most sophisticated and innovative programming for athletic, academic, and personal development
- Develop and broaden institutional, community, and financial resources to ensure long-term sustainability and growth



# THE BEST-KEPT SECRET IN THE SKI WORLD

Here are a few things that set the Sugar Bowl Ski Team & Academy apart from the rest.

We're the only ski team & ski academy on the West Coast. We're located in the Lake Tahoe Region of Northern California, which is a hotbed of Olympians.

Established in 1998, we're still the new kid on the national and international blocks. We pride ourselves on creating new traditions and surprising the old guard.

We're equally dedicated to athletics and academics—focusing on the whole student-athlete. We currently have 72 full-time Academy student-athletes (31 living in the Residence Hall) and 20 winter-term Academy students and over 400 Ski Team athletes.

Our Academy has state-of-the-art classrooms, workout facilities and a large multi-purpose community and dining building. We boast a 3:1 student-to-staff ratio, which is lower than most schools.

Our 400+ Ski Team challenges athletes at their level. We offer a wide array of on-snow programs including Alpine, Freeride, Snowboarding, Nordic and Backcountry skiing.

We have ~40 full-time, year-round coaches, teachers and staff that are masters at their specific craft, and dedicated to the development of the student-athletes on all levels.

We have a close partnership with Sugar Bowl Resort, who has generously donated the land the Academy is built on. This partnership gives our student-athletes unique ski-in/ski-out access to 1,500 vertical feet, 1,650 acres, 13 lifts and 3 progressive terrain parks, plus over 200km of Nordic trails spanning 6,000 acres of terrain, plus a dedicated race arena on the mountain. In short, we have a training venue like no other.

We are accredited by the California Association of Independent Schools (CAIS) and the National Association of Independent Schools (NAIS).

We are a U.S. Ski & Snowboard Gold-Certified Club.

We partnered with Sugar Bowl Resort to add 10 state-of-the-art fan guns on our dedicated race arena and created a Nordic low-snow trail right out our back yard.

Our FY 2018/2019 Annual Operating Budget was \$5M.



# TRUE WEST COAST PIONEERS

The Sugar Bowl Ski Team & Academy was founded in 1998 by Tricia Hellman Gibbs, a former member of the U.S. Ski Team and a graduate of Williams College. Following in the footsteps of her father, Warren Hellman, who founded Stratton Mountain School in Vermont, Tricia had a vision of developing a world-class junior ski program and academy on the West Coast.

Tricia's passion, support, and leadership helped develop Sugar Bowl Academy into a world-class educational institution for competitive skiers on Donner Summit, in the Lake Tahoe Basin. Today, Sugar Bowl Academy is nationally recognized as one of the premier ski academies in the country, and the only ski-in/ski-out academy in the U.S.



# BRAINS & BRAWN (AND SPEED & ENDURANCE)

Our motto is **Grit, Grace, and Courage**, both on the mountain and in the classroom. Our student-athletes have gone on to some of the best colleges and universities in the country and continued skiing on NCAA teams and beyond.

## ON THE MOUNTAIN

- + Sugar Bowl Ski Team offers development and competitive programs in Nordic, Alpine, Snowboarding, Freeride and Backcountry skiing.
- + Sugar Bowl Academy offers Nordic, Alpine and Freeride programs for student-athletes in grades 6-12 and for a small group of postgraduates.
- + We're the only ski-in/ski-out academy in the country.
- + Our coaching staff includes former NCAA skiers and U.S. Ski Team Members.
- + Our program is designed around rigorous conditioning.
- + We are currently represented on the U.S. Ski Team by two Alpine skiers and one Nordic skier.
- + Our alumni have served as captains of their collegiate teams at Middlebury, Dartmouth, Harvard, Bates, and Williams.
- + Our partnership with the human performance experts at EXOS ensures our training, nutrition, and athletic programming are approached holistically using cutting-edge thinking and research from the best in the world.



## IN THE CLASSROOM AT SUGAR BOWL ACADEMY

- + We offer a full range of academic and elective courses in science, mathematics, humanity and the arts.
- + Our program is designed around a demanding college preparatory curriculum, including AP-level courses.
- + All of our courses seek to foster experiential learning, critical and innovative thinking, effective communication, and expansion of thought.
- + Our teachers are versed in the latest educational pedagogy including the use of blended learning, differentiation, formative evaluation and goal-setting for each student-athlete.
- + Each year nearly 100% of our graduates attend four-year colleges and universities or choose to take a gap year to continue skiing competitively.
- + The members of the 2019 SBA graduating class were accepted to 30 different colleges and universities, including Dartmouth College, Bowdoin College, University of Chicago, Boston College, and Cal Poly. 100% of the graduates have committed to a college or university of their choice and 5 have chosen to take a gap year to continue skiing competitively. The 2019 SBA graduating class was awarded \$3,145,600 in scholarships.



# ***THE FUTURE OF FAST***

The Sugar Bowl Ski Team is an integral part of our thriving and beloved organization. It keeps us young and inspires Academy student-athletes to be good role models.

## **SKI TEAM FACTS**

- + We have over 400 kids ranging from ages 4 to 18
- + We offer developmental and competitive Alpine, Nordic, Snowboarding, Freeride, and Backcountry programs
- + Most Alpine U10-U16 athletes compete in the Far West division of U.S. Ski & Snowboard Western Region
- + Our Freeride athletes compete in big-mountain competitions in the Tahoe basin (TJFS) and throughout North America (ISFA)
- + Our Snow Rangers program is a backcountry ski program that challenges skiers with summits and wild snow beyond the Sugar Bowl resort: avalanche awareness, ski touring, overnight ski touring, hut skiing, ski mountaineering, navigation, and Nordic skiing.
- + Our Snowboard program focuses on helping young riders develop strong fundamental skills while gaining joy and passion for the sport.
- + Our youngest Mini Mites are 4-years-old and ski half days
- + 18 of our coaches are SBST alumni



# HERE'S A GLIMPSE OF YOUR OFFICE SPACE

We think this is the most beautiful place on the planet. And we're not alone. Spend a few days in Tahoe and run into former Olympians, world-famous mountain bikers and climbers, and part-time admirers from San Francisco and Silicon Valley. You might just find yourself wanting to stay for a while. Which is good, because we're looking for someone open to falling in love with our home.

## DONNER SUMMIT STATS

- + 300 days of sunshine
- + 500 inches of snow
- + Along the world-famous Pacific Crest Trail
- + An adventurer's playground offering skiing, mountain biking, kayaking, paddle boarding, hiking, and more

# OPPORTUNITIES AND CHALLENGES

SBSTA celebrates our committed student body, passionate staff, engaged community, perfectly situated campus, and beautiful surroundings. SBSTA faces a number of unique opportunities and challenges in both the short-term and long-term. We believe that challenge grows the organization and how we face challenges defines leadership. As such, the opportunities and challenges in front of us are the defining responsibilities for SBSTA's Executive Director.

Broadly, the opportunities and challenges for SBSTA's Executive Director involve building on our current strengths while also addressing obstacles that may be holding us back as we strive to realize our mission and vision. More specifically, these opportunities and challenges include:

- + *Improving support of student-athletes in balancing the pursuit of athletic dreams, academic excellence, and personal growth.* Increasing collaboration and coordination between athletic and academic staff in support of student-athletes success. Creating a culture of agility and flexibility to help student-athletes meet their individualized goals.
- + *Developing a thriving culture aligned with SBSTA's values. Embracing a healthy tension between being both a rigorous, college-preparatory school and a leading athletic institution.* Nurturing a culture of openness, passion, commitment to excellence, and joy that will envelop student-athletes and our community.
- + *Continuing to strengthen academic excellence.* Inspiring faculty to develop and deliver sophisticated, innovative, and engaging curricula. Ensuring student-athletes continue to gain acceptance into the best colleges and universities of their choice.
- + *Creating an innovative and mission-based approach to achieve SBSTA's vision.* Understanding the complexity of SBSTA and creating a supporting organizational structure. Developing and executing an operational plan that achieves SBSTA's strategic goals.
- + *Recruiting, retaining, and developing exceptional staff.* Ensuring staff are passionate, skilled, and fulfilled. Empowering staff by building a greater sense of ownership and collaboration. Addressing needs of staff (and recruited staff) who face increased housing costs in the North Tahoe/Reno area.
- + *Strengthening SBSTA's financial sustainability.* Attracting and increasing enrollment of mission-appropriate boarding and day student-athletes. Strategically developing Sugar Bowl Ski Team to increase registrations and bolster the pipeline to Sugar Bowl Academy.
- + *Furthering a culture of giving, enabling SBSTA to meet its annual operating needs and long-term goals.* Creating and delivering a compelling narrative about the benefits that SBSTA brings to student-athletes, their families, and the Sugar Bowl community.
- + *Embracing and creatively melding a dual organization consisting of a ski team and a ski academy.* Strengthening each and managing them synergistically.
- + *Advancing the critically important relationship between SBSTA and Sugar Bowl Corporation (SBC).* Recognizing that a successful and vibrant resort helps achieve the programming and growth goals of both SBSTA and SBC. Building and expanding SBSTA's community by continuing to foster strong relationships with the SBC community.
- + *Providing visionary leadership to develop innovative programming for athletic, academic, and personal development.* Identifying opportunities and implementing programs that benefit student-athletes and differentiate SBSTA.
- + *Developing a campus and facilities master plan.* Assessing the capital assets, the financial investment, and fundraising necessary to support the ongoing operation, upkeep, and growth of SBSTA's campus and physical plant.

# **THIS IS A BIG JOB THAT REQUIRES A PERSON WITH VISION, DRIVE AND A BIG HEART**

*The ideal candidate would possess the following qualities and experiences:*

- + High emotional intelligence  
(e.g., self-awareness, humility, empathy, interpersonal skills, authenticity)
- + Transparent, inclusive, relational, and collaborative leadership style
- + Thought leader/visionary/innovator/strategic thinker
- + Passionate, energetic, inspiring
- + Willingness to jump in wherever needed
- + Personal and/or professional experience balancing academics with high-level athletics
- + Proven leadership within a complex organization
- + Financial management acumen (e.g., P&L, budgets, compensation)
- + Demonstrated ability to connect with and inspire a wide spectrum of stakeholders



## **LET'S DO THIS**

### **YOUR APPLICATION MUST INCLUDE:**

1. Cover letter expressing interest in this position and explaining why you believe your qualifications and career path align with this position.
2. Current resume. Please include your email address as part of your contact info.
3. List of at least five references with current phone numbers and email addresses. References should encompass the present position and most recent previous position.
4. Statement of educational philosophy or personal statement.
5. Please answer the following question (max 500 words):  
*How have you achieved balance between two (or more) high-priority competing demands in your personal or professional life?*
6. Any reference letters or additional qualification materials are optional.

### **THEN, FOLLOW THIS PROCESS:**

1. Save all of the above materials as a single document in a PDF format. Label the file as:  
*FirstandLastName\_Date\_ExecutiveDirectorApplication*
2. Email the PDF to the SBSTA Executive Director Search Committee  
[SBSTAEDsearch@gmail.com](mailto:SBSTAEDsearch@gmail.com)
3. The receipt of your application will be acknowledged to your email address.
4. Sugar Bowl Ski Team & Academy will notify you of your status after your materials are complete and have been reviewed.
5. If you have any questions, please direct them to either Kasey McJunkin or Dr. Jim Taylor, SBSTA Search Committee Co-Chairs.

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**APPLICATION DEADLINE: NOVEMBER 15, 2019**