Introduction
The 2020 PSIA-AASI National Team Selection process helps PSIA-AASI select the nation’s best instructors to represent the association at the highest level. As a result, the team will embody these three attributes outlined by the Teams Taskforce:

- Lifelong learners
- Inspirational educators
- Inspirational athletes

The PSIA-AASI National Team is selected on a “best in the nation” concept. For 2020, there is no set maximum number of team members. Every four years, men and women are chosen to represent the association following a rigorous selection process and will serve a four-year term. To serve another term, incumbent team members follow the same selection process. The team’s manager and coaches are appointed before the 2020 selection process starts. The following discipline groups make up the National Team:

- Adaptive: May include adaptive alpine, snowboard, and cross-country members
- Alpine
- Cross Country
- Freestyle Specialist: May include at least one ski and/or snowboard member
- Snowboard
- Telemark

The PSIA-AASI National Team supports PSIA-AASI’s vision: “Create lifelong adventures through education.”

Team Mission: Support our membership and member schools as part of the snowsports industry to:

- Develop personally and professionally
- Create and nurture positive learning experiences
- Grow enthusiasm and excitement for our profession

This vision supports the ONE TEAM concept that encourages collaboration through learning and growth across all snowsports disciplines. The 2020 selection process outcome will build a team that best represents the Learning Connection Model, highlighted in the Teaching Snowsports Manual.
A PSIA-AASI Team member exemplifies the highest level of skill performance in the following areas:

**Technical Skills**
- Inspirational Athletes: Accurate technical demonstrations
- Skilled in evaluation of the PSIA-AASI Certification Learning Outcomes
- Encompass broad, diverse technical knowledge/learning theory.
- Observe, evaluate, prescribe mastery of NIA
- Subject Matter Experts (SME) for Education projects

**Teaching Skills**
- Inspirational Educators
- Lifelong learners to promote professional development.
- Educational support to PSIA-AASI divisions and member schools.
- Mentor next generation of education leaders.
- Create and nurture positive learning experiences
- Master of group handling, creative, innovative and relevant content, accurate demonstrations.

**People Skills**
- Support marketing, promotion and communication on behalf of the membership.
- Public speaking confidence and inspiration for education content and association message.
- Fostering and nurturing ongoing relationships with industry partners, sponsors and suppliers.
- Team Player focused on the mission/vision of PSIA-AASI and its membership.
- Connect with all aspects of the snowsports industry.

Successful team members are comfortable adapting in a variety of situations when it comes to subject matter, social settings, travel, and varying environments. Potential PSIA-AASI National Team members are leaders or emerging leaders, in the snowsports industry and are performing similar functions within their home schools and division.

**Section 1: Professional Requirements and Job Skills**

**Membership/Certifications/Experience:**
- Current PSIA-AASI member
- U.S. citizen or Permanent U.S. resident
- PSIA or AASI Level III certification
- Children’s Specialist 2 (Cross Country will have equivalency guidelines)
- Ski or Snowboard educator skilled in training, assessment and evaluation of the PSIA-AASI National Certification Standards and learning outcomes.
- Encompass a broad, diverse technical knowledge of skiing/riding, teaching, professional development and learning theory relevant to snowsports instruction.
- Superb and inspirational communication skills:
  - On Snow: Master of group handling, creative, innovative and relevant content, accurate demonstrations.
Writing skills: Skilled in writing and able to contribute to relevant ideas for communication topics. Have reasonable command of all communication channels including Social Media.

- Public speaking confidence and inspiration for education content and association message.

- Athletic, inspiring and accurate skier/rider and role model.
- Team Player focused on the vision and organizational Ends/Objectives of PSIA-AASI and its membership.
- Passion for providing exceptional guest service.

Additional Required Knowledge/Skills/Abilities:

- Technical Communication Skills
  - Office Suite or comparable, Google Apps and Basecamp.
  - Intimate/extensive knowledge of [www.thesnowpros.org](http://www.thesnowpros.org)
  - Basic photo and video editing.
  - Technical editing and contribution to current and future education materials.
  - Public speaking, podcasts and presentations for a wide variety of audiences.

- Social Media Skills
  - Demonstrated knowledge of the importance of social media and its ability to influence.
  - Serve as face of the association on social media initiatives and campaigns; Facebook live, Instagram takeovers, frequent postings, tagging @PSIA-AASI etc.
  - Continual interactions with suppliers and industry partners.

- Composition Skills
  - Captivate thoughts through engaging articles with solid takeaways for the membership.
  - Capable to juggle multiple deadlines during extremely busy seasons.
  - Creative and inspirational idea generation for future articles, materials and publications.

- Administrative Skills
  - Fiscal responsibility to serve as an independent contractor including receipt and time tracking, invoice/expense form responsibility, personal insurance and association tax matters.
  - Ability to personally market and promote yourself to prospective suppliers and recipients of professional services.
Section 2: PSIA-AASI Division Nomination Process & Nomination Letter

To create professional development opportunities and identify a larger pool of future snowsports leaders, the divisional nomination allows aspiring team members to reach toward PSIA-AASI Team goals regionally, on a continual basis. The nomination process allows the divisions to play an active role in the Team selection and eliminate an application cut prior to the on-snow selection.

Divisions can elect to provide feedback and assessment opportunities to candidates seeking nominations in a variety of formats, such as opportunities during divisional trainings, education staff selections and member events, or a formal selection process. PSIA-AASI members should contact their primary Division to learn more about the nomination process.

A formal divisional selection process for nomination may not be practical for all divisions. Regardless of the method used, the nomination letter needs to reference how the nomination criteria was assessed throughout the process. The nomination letter is to be written by the division Operational Leader for the candidate to include in their application packet.

Section 3: Formal PSIA-AASI Application Process

1. The application process is open to candidates who meet Section 1 Professional Requirements and Job Skills.
2. Tuesday, Oct. 1, 2019 - Formal online application opens on thesnowpros.org.
3. Friday, Jan. 10, 2020 - Formal online application closes at 5 p.m. MST. PSIA-AASI will not accept incomplete or late application packets from candidates.

Application Packet

1. To be submitted:
   a. Registration fee $125
      i. To be paid at the time of registration
      ii. Candidates can not submit an application packet without paying the mandatory registration fee.
   b. Cover letter (≤ 1000 words)
      i. Share how you see your contributions and experience will benefit the team and association.
   c. Resume (two pages maximum)
      i. Include professional key milestones (e.g. presentations, authored materials, relevant activities outside of ski or snowboard teaching, foreign language competencies, special credentials, etc.)
   d. References
      i. Names and contact information, including phone number and email address, of 3 professional and 2 personal references.
e. Division nomination letter from Operational Leader
f. A video (≤ 5 minutes in length, edited and produced by you)
   i. Please answer /speak to the following:
      1. Introduce yourself and explain what makes you who you are.
      2. Share your commitment to snowsports instruction and why you want to serve on the national team.
      3. Share what you believe to be the team’s purpose, and how you will contribute on the team to the association’s success.
      4. What does a successful team member look like?
   ii. Specifications
      1. Upload to YouTube as an unlisted video and send link with application
      2. Please note: The video needs to be of sufficient quality to be viewed comfortably (in focus, clear sound at a sufficient volume) on a desktop computer or laptop.
   g. Writing sample of one instructional tip (≤ 500 words)
      i. Highlight the application of a specific technique, movement, or teaching strategy
      ii. Audience: PSIA-AASI membership reading national publication.
      iii. This is to be an original, unpublished work

2. All files are to be named according to the following protocol:
   (member name) _ (member number) _ (file name). (file type)

   example: Jerry McJibbons_110000_Cover Letter.doc

Section 4: Onsite Selection Logistics

1. Applicants will receive communication by email on or before February 15, 2020 to register for the on-snow selection event. Registration will close March 1, 2020. Registration fee will range from $400-$550.
2. Sunday evening, April 12, 2020 - National Team selection begins at Breckenridge, Colorado. The selection process will take up to 5 days and will begin Sunday evening April 12, 2020, with final endorsements being announced Thursday, April 16, 2020. The selection process will take up to 3-5 days depending on the number of participants per discipline.
3. Lift access will be provided during each selection event.
4. Candidates are responsible for their own transportation to and from the selection site(s), plus food and lodging while at the selection. PSIA-AASI will provide information regarding transportation, food and lodging options as it becomes available.
5. The selection logistics are subject to change; however, a candidate should anticipate spending up to 5 days at the selection site. There may be up to two cuts made during the on-snow process prior to naming the new Team.
Section 5: On Site Selection Criteria & Format

- Candidates will demonstrate and be assessed in a variety of formats on the attributes of being an inspirational athlete, educator, and lifelong learner. Included will be individual, group, indoor and on snow situations.

- Skiing/Riding assessment:
  - Priorities: task execution, accuracy, technique, speed/performance and inspiration.
  - Perform a variety of challenging tasks and identified skiing/riding situations
  - Ski/ride on any open terrain
  - Tasks will be designed to test the candidate’s technique, tactics, and versatility, for accuracy and clear visual communication.

- Teaching assessment:
  - Candidates will perform 2-4 teaching scenarios of varied length to peer level.
  - Scenarios can range from a prepared segment topic to an impromptu session.
  - Candidates are to prepare one 30-45-minute clinic topic with stated learning outcomes.

- Presentation assessment:
  - Candidates will perform 2-3 in-door presentations of varied length to peer level
  - Scenarios will range from small group interactive style to large group presentations.
  - Scenarios can range from a prepared segment topic to an impromptu session.
  - Candidates are to prepare one 30-minute presentation related to snowsports industry topics with stated learning outcomes.

- People skills assessment:
  - Assessed in a variety of ways throughout the entire selection process.
  - May involve behavioral assessments through different group interactions and exercises throughout the selection process.

Section 6: PSIA-AASI National Team Expectations
Immediately following the 2020 selection process, the new PSIA-AASI National Team must attend an orientation and training day on Friday, April 17. During the training day, be prepared to learn about working as an independent contractor information, PSIA-AASI insurance requirements, Official Supplier expectations, scheduling, communication structure and compensation guidelines.

Future Communications and Questions:
All communication related to the 2020 PSIA-AASI Team will be posted on the PSIA-AASI website, @thesnowpros.org. Questions are welcomed by email to the teams@thesnowpros.org address.