



FOR OUR VISUALLY IMPAIRED PARTICIPANTS

**Foresight seeks a leader who will bring to the position of Operations Manager a high degree of energy, integrity and creativity as well as the analytical, organizational and personal qualities that will garner respect and cooperation from all of its community partners and constituencies.**

**Read on to see if you are ready to apply!**

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## **MISSION**

The mission of Foresight Ski Guides is to promote fitness, athletic skills, personal achievement, self-confidence and self-esteem for individuals who are blind or visually impaired by providing challenge recreation opportunities through affordable access to snow sports.

## **BACKGROUND**

Foresight Ski Guides, Inc. ("Foresight") was founded in 2001 to provide affordable and safe access to winter sports experiences for those experiencing visual impairment. In 2001, Foresight forged a partnership with Vail Resorts and other local partners and funders, and garners the support of highly skilled volunteer guides who offer skiing, snowboarding and snowshoeing assistance to visually impaired and blind participants ("VIPs") at least eight years old. Foresight's collection of committed community collaborators ensures that visually impaired individuals, regardless of socioeconomic status, have access to guided skiing, snowshoeing, and snowboarding. Foresight's programs have also evolved to align with research-based strategies described in the National Agenda for the Blind's Expanded Core Curriculum that empower our student VIPs to face the life challenges common to people with visual disabilities.

People with disabilities face inequities from childhood to adulthood that result in disparities related to health and overall wellbeing. According to the Center for Disease Control and Prevention ("CDC"), nearly half of adults with disabilities get no aerobic physical activity and they are three times more likely to have heart disease, stroke, diabetes or cancer than adults without disabilities. The CDC also reports that disproportionate rates of chronic disease and obesity among people with disabilities may be due in part to a lack of resources, such as money, transportation and social support structure. For visually impaired people, these disparities begin in school, where physical education and recreation typically involve team-based sports or activities that require sight—leaving blind students unable to participate and reducing their odds at learning physical leisure skills. Alarming, a recent study found that the employment rate for blind individuals in the United States is just 37 percent.

**CURRENT PROGRAMS.** Current Foresight programs include:

- **Guided winter activities:** Winter activities include skiing, snowboarding, cross-country skiing and snowshoeing with high-level support from our specially trained guides. Foresight’s long-term partnership with Vail Resorts provides full access to Vail and Beaver Creek mountains Foresight’s guided winter activities for our VIPs.
- **School Engagement:** Foresight engages students from the Denver metro area school districts and from the Colorado School for the Deaf and the Blind. Students range from ages 8–21, and many come from low-income families.
- **Championship Weekend:** The ski season culminates with Foresight’s capstone event, a celebration of our student VIPs’ work in the program. Student VIPs who meet specific criteria are invited to participate and bring with them family, friends and teachers.

**COLLABORATION.** Vail Resorts provides mountain access, rental equipment and transportation assistance. Lodging support is provided by local hotels. Foresight’s ever-expanding program to work with blind and visually impaired school students has now grown to include the major public-school districts around the Denver Metro area as well as the Colorado School for the Deaf and the Blind. This program is a result of our work with the Colorado Department of Education. As a member school of the Professional Ski Instructors of America (“PSIA”), the same entity that provides education and training to most American ski schools provides high-quality, training for Foresight guides, shadows and other volunteers. In 2018/19, Foresight is expanding its relationships with local colleges to attract more adult VIPs.

**VOLUNTEERS.** Foresight benefits from a cadre of approximately 50 volunteers. To assume the guide and shadow roles, volunteers must possess a high level of proficiency in skiing and/or snowboarding, and they are asked to commit at least 10 volunteer days on the mountain per season.

## **SCOPE AND RESPONSIBILITIES OF THE POSITION**

The Foresight Operations Manager will be an important addition to the management team and will be responsible for the management of Foresight day-to-day operations in order to produce specific outcomes as directed by the Foresight CEO and the Board of Directors. This is a full time position reporting to the Board of Directors.

### ***Primary Responsibilities include (but are not limited to):***

#### **Administration**

- Provides leadership for overall operations policies and procedures, including recruitment and management of employees, volunteers and partners and routinely interfacing with senior staff and the Board of Directors. Position is based in Vail.
- Provides leadership and direction toward the achievement of the organization’s mission and vision.
- Performs, or oversees, administrative tasks necessary for the effective operation of the organization, including its programs, guidelines and policies, and applicable laws that may impact operations, greeting and coordinating VIPs, volunteer guides and shadows and other service providers via phone, email and Skype at Vail and Beaver Creek, personally interfacing at all levels before, during and after each activity.
- Assists the CEO and Board to develop and implements long-range program strategies that adhere to Foresight’s mission, vision and values.

#### **Working Relationship with the CEO and Board of Directors**

- Collaborates with the CEO for the effective functioning of the Board of Directors and helps facilitate board meetings.
- Along with the CEO, initiates and works with the Board of Directors and the Executive Committee members to develop programs, guidelines and policies.

## **WHAT WE ARE LOOKING FOR: PROFILE OF THE SUCCESSFUL CANDIDATE**

### **Experience, Skills and Knowledge: Required**

- Bachelor's degree from an accredited college or university is required, with a preferred degree in public administration, non-profit management, business, marketing, ski resort management, hospitality management and hotel management.
- Minimum of five (5) years of experience in supervision, program development, nonprofit organization management, budget and financial management.
- Proven experience working with people with disabilities. Experience with visually impaired individuals is a plus.
- Proven experience in building partnerships and collaborations with a diverse array of providers.

### **Experience, Skills and Knowledge: Highly Preferred**

- Knowledge and experience with the Vail Valley area.
- Although skiing, snowboarding and snowshoeing skills and abilities are not required, previous experience working on snow is highly preferred. Athletically motivated.
- Managerial experience in hospitality or customer service.
- Proven experience managing volunteers.
- Leadership experience managing in a nonprofit organization.
- Experience with blind/visually impaired people.
- Experience with people with non-visual challenges.

### **Characteristics and Traits: Required**

- Passion for the mission of Foresight and a visionary commitment to the realization of the mission/vision/values is critical.
- A person with high integrity: trustworthy, dependable, honest.
- Superior communication skills (written and oral) that are effective reaching a range of audiences.
- A good listener who is open-minded and flexible.
- Brings a constructive, problem-solving orientation to all tasks.
- Capable of working in fast paced scenarios, flexibility while juggling multiple tasks as well as maximizing time and efforts during off-peak times.
- Personable and social; a relationship builder.
- Able to see and understand multiple perspectives.
- Sense of humor.

### **Other Requirements**

- Must pass a thorough criminal background investigation.
- Must be willing to work varied hours, including weekends and evenings.

## **WHAT'S IN IT FOR YOU**

- The opportunity to have a significant, positive impact on the lives of VIPs, including youth and their families.
- Partnering with a committed and dedicated Board of Directors.
- Leading competent volunteers who are passionate about the work and devoted to the cause.
- Collaborating with numerous agencies and organizations working together to achieve shared outcomes.
- Salary in the range of \$50,000-60,000, with a benefits package.

## **TO APPLY**

**By midnight, Friday, September 28, 2018**, please forward, via email, your resume and cover letter. In your cover letter, address how you meet the Experience/Skills/Knowledge and Characteristics and Traits in the “What We Are Looking For” section.

All application information must be received via email with “**Operations Manager**” in the subject line and sent to [foresightskiguides@gmail.com](mailto:foresightskiguides@gmail.com). No hard copies or phone calls, please.

Foresight is an equal opportunity employer. People of color and individuals of diverse backgrounds are strongly encouraged to apply.

For more information about the organization, go to [www.foresightskiguides.org](http://www.foresightskiguides.org).

Foresight Ski Guides, Inc. is a 501c3, nonprofit organization.