



General Manager

About Bluebird Backcountry

Bluebird Backcountry is the first and only fully human-powered, in-bounds backcountry ski area in the country. With a mission to make backcountry skiing safer and easier to learn, our operation features a 1,200-acre avalanche-evaluated and ski-patrolled area with zero chairlifts.

Guests come to try backcountry skiing, develop their backcountry skills, and explore new terrain in a relatively safe, welcoming, social, and COVID-friendly backcountry environment. In short, we bring together the comforts of a ski resort, the expertise of a guide service, and the adventure of the true backcountry. We are located on the Continental Divide in Colorado, halfway between Kremmling and Steamboat Springs (just over a 30-minute drive from both).

Our team has a welcoming, energetic, get-it-done culture. We are excited to introduce a new way to think about skiing... and to see just how far we can take the Bluebird Backcountry concept.

Job Summary

We're hiring a General Manager for Bluebird Backcountry at Bear Mountain.. This role will lead Bluebird's current location at Bear Mountain and be part of the company's leadership team.

The General Manager leads the operations at Bear Mountain. This includes hiring and leading the team, leading all aspects of operations and culture. The position is responsible for the safety and profitability of the operation, guest satisfaction, team health and stakeholder satisfaction. The position reports to CEO Jeff Woodward.

Please email jobs@bluebirdbackcountry.com with "General Manager" in the subject line. Include both your resume and a cover letter that answers the following question: What characteristics make for a successful ski area manager?

Duties

- Lead all aspects of Bear Mountain
- Hire and lead the team on site
- Develop and iterate on operational plans and standard operating procedures
- Set the culture of the operation in coordination with Bluebird's founders
- Lead set up, take down, and day-to-day operations
- Develop, adhere to, and adjust the budget for the operation
- Ensure the safe operation of the ski area
- Ensure that Bluebird meets its landowner, permit, and insurance obligations
- Lead local community relationships
- Assist with broader company growth efforts
- Respond to issues and problems as needed

- Generally advance Bluebird's mission to create a welcoming, educational, and social environment for the backcountry community

What Makes This Job Great

- Work with a driven, creative, and passionate team
- Lead a fun, welcoming, and new operation
- Grow the sport of backcountry skiing and help bring something new to the ski industry

Qualifications and Experience

- 10-15 years of leadership experience
- Entrepreneurial self-starter with strong leadership abilities
- Passionate and experienced backcountry skier or splitboarder
- Proven ability to hire and empower team leads with different skills and abilities
- Strong interpersonal skills to effectively work with a variety of personnel across various teams
- Background leading an small outdoors business to profitability is a plus
- Startup background a plus
- Ski area management background a plus
- Enthusiastic individual with a warm, welcoming character

Compensation and Location

- This is a full-time, year round position
- Pay range is \$75,000-\$115,000 + stock options, depending on experience
- Location at Bluebird Backcountry's [Bear Mountain](#) location