

## **Steps to becoming a NRM Alpine Clinician or Examiner:**

If you are an **Alpine level 3 certified member in good standing** and are interested in furthering your education and working toward becoming a clinician or examiner for NRM the following are the pathways available:

### **IT – In Training**

The IT (In Training) program is for Level 3 Alpine members who wish to someday become divisional education or certification staff. This group has their own coach to help them work towards their goals. They work together as a group at fall training each season. IT's who attend Fall training are encouraged to attend midseason training within the same season.

**In order to participate in this program, you must submit the following to the [NRM Office](#) before November 1 of the current year**

- Letter of Intent- detailing your goals as an Ed Staff member for NRM and what you would bring to the division.
- Letter of Recommendation- from a member of the skiing community stating why you would be a good fit for the program.

The Alpine committee will vote on applicants acceptance to the IT program based on submitted materials and IT coach recommendations. Applicants to the program will be notified by Nov. 15<sup>th</sup> as to whether or not they have been accepted to the program by the Alpine Chair. Once and IT is admitted to the program their 3 season term begins, it is the duty of the IT to sign up for all trainings they wish to attend.

### **To be eligible to attend the hiring event an IT must:**

- Register 2 weeks prior for the event
- Be a member of NRM
- Attended all 3 days of Fall Training of the current season
- Obtained your Children's Specialist 2 (CS2).
- Shadow 2 events: Alpine Level 1 and another to be determined by IT coach.

### **IT FAQs**

Q: What if I go to hiring event but I am not hired?

A: If you are still within your three year term you will still be in the IT pool. If you are no longer within your 3 year term you will need to reapply by Nov. 1

Q: Do I need to go to IT Fall Training if I want to attend the hiring event this season?

A: YES!!! It is required to attend Fall Training the season you want to attend the hiring event.

Q: Can I go to Midseason training instead of Fall Training?

A: No, you have to attend Fall Training to be eligible to attend Midseason Training.

Q: I used to be in the IT pool but it was more than 3 years ago, can I reapply?

A: Yes, you will need to reapply by Nov. 1 of the season you intend to rejoin.

Q: I'm not sure if I want to be on ed staff is this the right place for me to figure it out?

A: The IT program is intended for those who know they would like to lead educational events within NRM. Until you know you would like to do this Area Clinician may be a better fit for now.

Q: Is my three year term in IT consecutive years?

A: Yes, your term starts once you are accepted to the program and ends after 3 seasons (ie. Start in Nov 1, 2018 goes until Oct 31, 2021, reapply Nov 1, 2021). Even if you never attend Fall Training.

### **Transferring Ed Staff/ National Team**

This pathway is for those who are currently on staff in another division and/or a current Alpine National Team member and would like to work as a Clinician or Examiner with NRM .

**If you are a transferring Ed Staff from another Division or a National Team Member you must submit:**

- A letter of recommendation from your previous/current employer (Division)
- Attend NRM Fall Training for the current season.
- Obtained your Children's Specialist 2 (CS2).

\* If hired you will be required to shadow a NRM Alpine exam before you work.

### **Returning Staff**

This pathway is for those who are currently on staff in NRM as either a Clinician or Examiner and would like to continue that work (after their term ends) or for those who are currently employed as Clinicians but would like to be hired as an Examiner.

**If you are a Returning Staff Member** you may register for the spring hiring event. The Divisional office will prepare a report for the coaches detailing:

- Number of days worked each season
- Number of training days each season
- Number of events worked at home and away
- Number of days training at events outside of NRM
- Synopsis of event evaluation scores

## **PSIA-NRM Alpine Hiring Event**

### **When:**

The process will happen each Spring and registration 2 weeks before the event is required. Historically, the on-snow skills assessment part of the hiring process has happened after the final certification exams. However NRM may hire employees when the need arises.

### **Who can apply?**

- Returning staff
- NRM members in good standing that have completed one year in the [IT program](#) and met all the requirements (see above for requirements).
- Transferring Ed Staff from other divisions and National Team Members who have met all the requirements (see above for requirements).

Coaches/selectors determine the process for the on snow portion of hiring event and make recommendations for hiring to the Alpine Chair. Alpine Chair will make determination as to staff hiring based on the recommendations along with administrative reviews and past performance.

If hired, staff are expected to attend the [administrative orientation](#) at Fall training or after the Spring hiring event.

## **HIRING FAQs**

Q: If I was hired as Clinician but would like to try to be hired as an Examiner can I attend hiring next season?

A: Yes. If you are not successful your original 3 year term of hire remains intact. If you are hired as an examiner your 3 year term will start with your examiner hire date.

Q: I was on Ed Staff but was not rehired, where do I go from here?

A: As past Ed Staff you are automatically re-entered into the IT pool for a 3 year term. Your term will start Nov 1 of the year you did not get re-hired. To attend the hiring in the spring you will need to attend all of Fall Training as an IT.

For questions or more information regarding the hiring event, please contact the [Alpine Chair](#) or the [NRM Office](#).