

EXCEL RACE ACADEMY

Job Description

FIS Alpine Ski Racing Coach

About Excel

Excel is an elite alpine ski racing academy based in Kramsach, Tyrol, Austria, with training camps and races across Europe and South America. Excel provides elite ski race coaching to athletes of all abilities from U10 to FIS, to support them in achieving their highest athletic potential. Our mission is to nurture, inspire, and develop athletes at every stage, enabling them to excel both on and off the slopes.

Job Title	FIS Alpine Ski Racing Coach
Reports To	Rob Bullen, Team Director / Head Coach
Location	Primarily based at Excel's winter base in Kramsach, Tyrol, Austria, with travel to training camps and races across Europe and South America.
Contract Type	Full-time seasonal, self-employed (contract for services)
Hours	Winter season from October to April. Seven-day working week including early mornings, weekends, evenings and travel days. Rest days will be ad hoc, dependent on the FIS racing and training programme.
Salary	To be negotiated, dependent on experience and qualification level

Purpose of the Role

The FIS Alpine Ski Racing Coach is responsible for the technical, tactical and physical development of athletes competing at FIS level, delivering safe, high-performance on-snow coaching across Excel's 21-Week FIS Full-Time Programme. The role combines hands-on coaching with race-day management, athlete welfare responsibilities, and close collaboration with the wider coaching team and athletes' families to support each athlete's long-term development.

The FIS team comprises approximately 12 athletes of mixed genders. Of these, approximately 6 are full-time and the remainder are part-time. They are primarily British nationality, and several are from other nations. They have wide-ranging goals, from qualifying for World Junior Championships to scoring sub-100 FIS points. You will be working alongside the FIS Alpine Ski Racing Assistant Coach.

Key Responsibilities

Core Duties

- Plan and deliver technical and tactical on-snow freeskiing and gates training sessions for FIS-level athletes, tailored to individual and squad development needs.
- Set and inspect FIS-standard courses in Slalom, Giant Slalom and Super G.
- Analyse athlete performance using video analysis and timing data, and provide clear, constructive feedback.
- Manage athletes on race day, including attending the Team Captains' Meeting (TCM), course inspection, warm-up, timing and video analysis.

Operational Duties

- Plan weekly training in conjunction with the Team Director. Independently book training lanes and complete the Weekly and Daily Training Plans, which are sent to athletes and parents ahead of each day's training.
- Plan FIS race trips in conjunction with the Team Director, including race entries, travel logistics and accommodation.
- Ensure athlete compliance with FIS and national federation rules, regulations and points systems. Advised on appropriate equipment set up.
- Conduct daily strength, conditioning and injury prevention sessions, managing fatigue and tapering appropriately for races, and educating athletes on the principles of S&C and injury prevention.
- Ensure athletes are well fed, including preparing dinners when staying in apartments, and provide general education on the principles of good nutrition.
- Conduct athlete airport transfers and rental van collection/drop-off as required.
- Assist with programme-wide events, camps and races (e.g. the Aurora Cup) as required.

Communication & Stakeholder Management

- Communicate effectively and professionally with athletes, parents/guardians, colleagues and the Team Director regarding athletes' progress, plans and logistics.
- Attend daily team meetings with athletes and coaching staff to review training plans, logistics and any welfare matters.
- Liaise with race organisers, officials and other coaches at events.
- Work collaboratively with fellow coaches, the Team Director and support staff (e.g. physiotherapy).

Administration & Reporting

- Contribute to athlete progress reports.
- Maintain accurate records of individual athlete and FIS race trip expenses, filing receipts and handing them to the Team Director at the end of each camp.
- Assist with programme-wide events, camps and administrative tasks as required.

- Supply daily images and video content to support Excel's social media and marketing activity.

Compliance & Health and Safety

- Conduct dynamic daily risk assessments for on-snow activity, considering weather, terrain and course conditions.
- Maintain coaching equipment — including gates, timing equipment, video cameras, snow glides and drills — in good working order, and report any faulty or missing items to the Team Director immediately.
- Ensure appropriate first aid and emergency procedures are followed.
- Comply with Excel's policies on driving, vehicle use and athlete transport (see the Staff Code of Conduct for full details).
- Educate athletes on anti-doping rules and their responsibilities under FIS/national federation anti-doping regulations.
- Handle athlete medical information, performance data and personal details in line with GDPR and Excel's data protection policies.
- Follow Excel's incident and accident reporting procedure for any on-snow incident, ensuring timely and accurate reporting to the Team Director.

Safeguarding & Welfare

- Uphold Excel's safeguarding policies and promote a safe, positive training environment at all times.
- Act as a positive role model, maintaining professional standards of conduct with young athletes.
- Identify and report any safeguarding or welfare concerns promptly in line with Excel's procedures.
- Support athletes' physical and mental wellbeing, referring to relevant specialists where appropriate.

Continuous Development

- Maintain and renew relevant coaching, first aid and safeguarding qualifications as required.
- Contribute to the long-term athlete development (LTAD) of all athletes in the club, including incorporating high-level U14/16 athletes into training and forerunning at FIS races.
- Stay current with developments in coaching methodology, equipment and sports science.
- Contribute to the professional development of junior or assistant coaches where relevant.

Other Duties

This job description reflects the current requirements of the role. Duties may be reviewed and amended from time to time in consultation with the post-holder to reflect the changing needs of Excel.

Person Specification

Please refer to the accompanying Person Specification document, which sets out the essential and desirable qualifications, experience, skills and other requirements for this role.