



SCHEDULE B

Grooming Operator Job Description

The Grooming Operators are seasonal full and part time positions from October 16th, 2025 - April 6th, 2026

As a Nordic Grooming Operator, you will groom the ski trails of Sovereign Lake Nordic Club (SLNC), working under the direction of the Director of Operations.

A resume listing a minimum of 2 years of recent grooming experience on Pisten Bully and/or Prinoth snow cats on Nordic specific trails is preferred.

Grooming operators must also have snowmobile and quad experience. Experience grooming nordic race trails will be highly beneficial.

SLNC prefers to hire groomers who are also cross-country skiers, as their firsthand experience with the sport helps them better understand the specific requirements and intricacies of effective trail grooming

This role involves regular use of chainsaws and brush saws to manage fallen trees and maintain trail accessibility. Candidates must be comfortable operating power tools and working in rugged, outdoor environments. Prior experience preferred and basic certification will be provided.

There is an opportunity for additional off-season employment in early fall, focused on brush mowing and trail clearing.

Duration: October 16th, 2025 – April 6th, 2026

Compensation: (\$23-26/hr) Based on Experience

Reporting to: Director of Operations

SAFETY

- As an employee of SLNC you are responsible for being familiar with and following the operating procedures, SLNC Emergency Response Plan, Employee Manual, and Grooming Manual.
- Attend bi-weekly grooming team meetings.
- Attend and participate in Joint Health and Safety meetings/training.
- Minimum Basic First Aid (SLNC will pay).
- Ability to work outside on uneven terrain and in all weather conditions.
- Can lift and move a minimum of 30 lbs throughout your shift as needed(including hand shoveling snow).
- Following WorkSafe guidelines.
- Contributing and making recommendations to our Joint Health and Safety Committee.

GROOMING

- Have the ability to learn and follow designated routes set out by the grooming team.
- Meet the agreed upon grooming standards of SLNC and as directed by the Director of Operations.
- Responsible for setting Classic and Skate Ski Lanes, single track classic trails on small machines and assisting with pre-season packing of Snowshoe and Backcountry Ski Trails.
- Have the ability to work by yourself and maintain alertness throughout the shift.
- Post daily trail updates on Nordic Pulse following grooming shifts.
- Be Kind and Courteous to staff and customers.
- Work with the Director of Operations to create a work calendar that is mutually beneficial.
- Expectation to learn basic racecourse preparations.
- Participate in tree removal, building maintenance and other tasks as needed for general operations.
- Perform basic machine maintenance, inspections and reports before and after each shift.
- Work as part of a team to provide high quality trails and service to SLNC guests.

Positions are open until filled with a deadline for submission of resumes by September 30th, 2025. Send Resumes to Gareth Ainslie (Director of Operations) at admin@sovereignlake.com