



U.S. Biathlon Women's Coaching Initiative Job Description 2025-26 Season

Overview

The U.S. Biathlon Women's Coaching Initiative will provide female coaches from all Nordic backgrounds (biathlon and cross-country) with opportunities throughout the season to integrate with U.S. Biathlon staff and teams on the ground at domestic and international U.S. Biathlon and IBU events. This career development opportunity, tailored specifically for each accepted applicant, is designed to help women with prior coaching or ski technician experience level-up their skills and learn more about biathlon in particular. This is not a shadow opportunity, but rather a paid position where successful applicants will carry out diverse duties alongside U.S. Biathlon team staff.

Requirements

- Prior coaching or ski technician experience, either in biathlon or cross-country skiing. Applicants should have had experience at a national level at a minimum (eg. Junior Nationals) or relevant experience as an elite athlete. Preference will be given to candidates seeking to make coaching their main profession and who may have the opportunity to continue biathlon coaching in their local communities.
- Ability to work long hours - work days are not defined by normal working hours, but rather by the athlete's needs and event schedules.
- High-level problem solving ability - experience working through challenging situations and managing multiple priorities at once.
- Ability to work well as part of a team. Teamwork is the key to any athletic success and the ability to work together with a multicultural team is paramount to the success of this position.
- Strong communication skills. Most of the pre-work and planning is done virtually, so email and written communication must be strong. Additionally, staff come from various cultural backgrounds, so the ability to communicate across language barriers is important.
- Ability to travel internationally with a valid US passport or equivalent.
- Current SafeSport training and ability to submit a clean background check.

Experience

- Approximately two-week long coaching or ski tech opportunity at the IBU Cup, Junior Cup and/or U.S. Biathlon camps or domestic events as a fully integrated U.S. Biathlon staff member during the 2025-26 season. Exact placement and level will be determined through application and conversations with U.S. Biathlon staff and the applicant. No specific level is guaranteed.



- Experience the structure of biathlon events at different levels, and U.S. Biathlon training and competition structures. Work with staff to understand the level of athlete support provided at different competition and camp levels.
- Apply learned experience to home clubs and athletes, as well as inspiring and sharing knowledge with other coaches and future female coaches in particular.
- All costs are covered by U.S. Biathlon, plus a daily stipend.

How to Apply

- Send your resume and letter of motivation to Sara Studebaker-Hall (sara@usbiathlon.org) by October 3, 2025.
- A panel will select candidates and applicants will be notified by October 17.