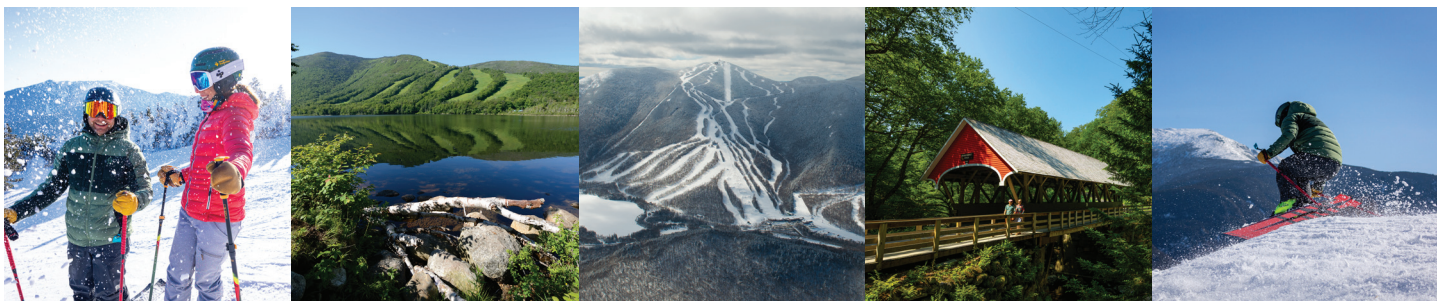




GENERAL MANAGER

Cannon Mountain Ski Area &
Franconia Notch State Park

The New Hampshire Department of Natural and Cultural Resources, Division of Parks and Recreation, is seeking qualified applicants for the position of General Manager of Cannon Mountain Ski Area and Franconia Notch State Park.

CANNON



This position represents a unique opportunity to lead one of New Hampshire's most iconic public recreation assets and help shape its future for generations to come. Cannon Mountain is one of the few state-owned and operated ski areas in the nation and serves a crucial public mission, providing affordable, high-quality outdoor recreation while preserving the traditions, history, and character that have defined New Hampshire skiing for nearly a century.

The General Manager is responsible for the overall leadership and administration of Cannon Mountain Ski Area and Franconia Notch State Park, including the Flume Gorge, Cannon Mountain Aerial Tramway, Echo Lake Beach, Lafayette Place Campground, and other park facilities. The successful candidate will also oversee the replacement of the historic Cannon Mountain Aerial Tramway, one of the most significant capital investments in the history of New Hampshire State Parks. This once-in-a-generation project provides a rare opportunity to help shape the future of Cannon Mountain while preserving one of New Hampshire's most recognizable outdoor recreation destinations.

Success in this role requires exceptional operational and business leadership, sound judgment, and a commitment to public service. The successful candidate will recognize the dynamic responsibility that comes with managing a publicly owned recreation resource, build strong relationships with employees, volunteers, community partners, and stakeholders, and appreciate Cannon Mountain's legacy and its important role in New Hampshire's skiing culture.

ABOUT THE POSITION

The General Manager performs highly visible administrative, operational, and leadership duties and is accountable for the overall management of Cannon Mountain Ski Area and Franconia Notch State Park.

Responsibilities include, but are not limited to:

- Provides executive leadership and oversight of all aspects of Cannon Mountain Ski Area and Franconia Notch State Park operations.
- Performs highly responsible and complex administrative duties and provides complete oversight of ski area and park operations, including finance, human resources, sales and marketing, guest services, concessions, retail, ski and snowboard school, special events, parking, transportation, public safety, and other operational functions.
- Oversees an annual operating budget in excess of \$11 million and ensures responsible stewardship of public funds.
- Administers and participates in capital planning, infrastructure improvements, routine maintenance, and major construction projects in consultation with Division leadership. Ensures all facilities, equipment, and property are maintained in accordance with Division standards.
- Provides executive oversight of the Cannon Mountain Aerial Tramway Replacement Project and other significant capital investments.
- Recruits, develops, mentors, and evaluates a high-performing management team. Supervises approximately 30 full-time employees and several hundred seasonal employees while fostering a culture centered on safety, accountability, professionalism, and exceptional public service.

- Represents the Division of Parks and Recreation by building and maintaining productive relationships with employees, volunteers, local communities, nonprofit organizations, the Legislature, Executive Council, state and federal agencies, media organizations, and other stakeholders.
 - Analyzes operational, financial, and visitation data and develops recommendations related to staffing, budgets, capital investments, facility utilization, maintenance practices, and long-term planning.
 - Ensures Cannon Mountain Ski Area and Franconia Notch State Park continue to provide safe, high-quality recreational opportunities while protecting the natural, cultural, and historic resources entrusted to the State.
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PREFERRED QUALIFICATIONS

Education: Bachelor's degree from a recognized college or university with a major study in parks and recreation, outdoor recreation, business management, planning, hospitality management, or a related field. Each additional year of approved formal education may be substituted for one year of required experience.

Experience: Ten years of progressively responsible experience in ski area, outdoor recreation, hospitality, or related management, including:

- At least three years supervising a large and diverse workforce.
- Experience managing complex operations, budgets, and organizational leadership.
- Demonstrated experience overseeing large-scale ski area and/or outdoor recreation operations.

Equivalent combinations of education and experience will be considered.

KNOWLEDGE, SKILLS, AND LEADERSHIP CHARACTERISTICS

The ideal candidate will demonstrate:

- A commitment to public service and an understanding of the responsibility that comes with managing a publicly owned recreation resource.
 - A passion for skiing, outdoor recreation, and the mission of New Hampshire State Parks.
 - Strong executive leadership skills with the ability to recruit, develop, and retain high-performing teams.
 - Sound business judgment and experience managing complex budgets, operations, and capital projects.
 - The ability to build collaborative relationships with employees, volunteers, community organizations, local businesses, elected officials, partner agencies, and the skiing community.
 - The ability to balance operational excellence, fiscal responsibility, and long-term stewardship of public resources.
 - Excellent communication skills and the ability to represent the Division with professionalism and integrity.
 - An appreciation for Cannon Mountain's history, culture, and legacy within New Hampshire's skiing community.
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RECOMMENDED WORK TRAITS

- Thorough knowledge of the policies, programs, and procedures of ski area and outdoor recreation operations.
- Thorough knowledge of general construction, repair methods, and the proper use of tools, materials, and equipment associated with facility and grounds maintenance.
- Considerable knowledge of budgeting, procurement, and public administration practices.
- Considerable knowledge of the principles and practices of effective supervision.
- Considerable knowledge of public relations and stakeholder engagement.
- Ability to read and interpret engineering plans and technical drawings.
- Ability to express ideas clearly and effectively, both orally and in writing.
- Ability to plan, organize, and supervise the work of others.

ABOUT FRANCONIA NOTCH STATE PARK AND CANNON MOUNTAIN

Located in central New Hampshire and surrounded by the White Mountain National Forest, Franconia Notch State Park offers spectacular scenery and year-round activities. Considered the flagship State Park of New Hampshire, Franconia Notch State Park contains some of the state's most visited outdoor recreation attractions such as the Flume Gorge, the Cannon Mountain Aerial Tramway, Cannon Mountain Ski Area, Lafayette Place Campground, Echo Lake Beach, the Appalachian Trail, and was the home of the famous Old Man of the Mountain.

Cannon Mountain Ski Area encompasses 98 trails and glades, 10 lifts, and 287 skiable acres with 2/3 snowmaking coverage. At an elevation of 4,080', Cannon Mountain has the highest ski area summit and longest vertical drop in New Hampshire. Cannon Mountain is also home to Franconia Ski Club and the Mittersill Race and Training Facility, an official venue of the US Ski Team.

Franconia Notch State Park and Cannon Mountain Ski Area fall within the Division of Parks and Recreation which operates a system of 94 State Park properties through an operationally self-funded model.

SALARY AND BENEFITS

This is an unclassified position appointed by the Commissioner of the Department of Natural and Cultural Resources.

Hiring Salary: depending on qualifications.

Benefits include:

- Health and Dental Insurance
- Flexible Spending Health Care Account
- \$50,000 State Paid Life Insurance
- Prescription Drug Coverage
- New Hampshire Retirement System Defined Benefit Pension
- Deferred Compensation Program

While compensation may differ from opportunities in the private sector, this position offers the rare opportunity to lead one of the nation's few publicly owned and operated ski areas, steward one of New Hampshire's most treasured outdoor recreation resources, and help shape its future for generations to come.

HOW TO APPLY

Applicants should submit:

- A letter of interest describing their qualifications and interest in the position.
- A current resume detailing education and professional experience.
- Three professional references.

This position will remain open until filled.

Application packages should be submitted to:

Shawn Hamilton, Director of Parks & Recreation
N.H. Department of Natural and Cultural Resources
Email: shawn.w.hamilton@dnrc.nh.gov

For more information about Cannon Mountain and the Division of Parks and Recreation, please visit www.nhstateparks.org

