



## WE'RE HIRING:

We're looking to expand the Team in Western Canada at Dynamic Race Events. We are offering a handful of **placements | work opportunities** beginning in **mid-April of 2019** for the right people. We're getting busier with our current races in BC and we have plans for 2020 and beyond and we need to bring a handful of people into key roles to help our current core staff keep growing our Western Canadian operations base.

We've done this now a couple times, mostly through back channels/ who we know and we were lucky enough to find amazing new colleagues who are now part of our growing network and we're hoping this time around works out just as well.

## DISCLAIMER:

You may have heard us say stuff like this before but it's important to reiterate at this time...

We won't take a placement staffer for these core functions if we don't find someone we think will fit well with us.

The way we see it, if we don't find someone we gravitate towards then it's not going to work for you or for us. We hope that makes sense. We also won't even offer a placement in the first place unless we know we've enough work over the season to make it a worthwhile experience for you.

## TAKE A LOOK AROUND:

Check us out by looking through our website, and checking us out on Social Media.

You'll get a general feel for what we do and how we do it.

Do take the time to look and ask around. You may decide we're not the place for you to progress your career or education in event production. You may decide the type of work we do on events isn't really what you're looking to get into. If that happens, then that's fine. You'll be saving your own time as well as ours.

If you check us out and think you'd like to work with us then keep reading.



## TO BE CLEAR:

**This is a placement / work experience opportunity.**

This is **NOT** an internship, as such. When we do internships, we do them when we're nearly 100% sure there'll be a full-time job for the person at the end.

This, however, is not that.

This is an opportunity that will likely suit someone studying event or project management and who needs to source placement / work experience beginning Q2 of 2019 for 5-7 months or so.

Non-students are free to apply - plenty do when we offer these - **but we need you to be very clear on the fact that we're not offering this placement with a view to there being a full-time role for you once it's over.**

**You'll be here for 8 weeks (2 months) initially. We'll pay you and we'll give you introductions to possible other opportunities in the industry.**

This isn't a situation whereby we're bringing someone in for the 8 weeks because we've a load of extra work and we'd love someone to do it all without having to pay them a full wage. It's actually the opposite. We want to use the 8 weeks to see if we all work well together and like one another etc.

**At the END of the 8 weeks we're heading into our busiest period (largest 1 day events, and 2020 development) we want to have found people who will be sticking with us for the next 3-4 months as we push through.**

This isn't to say we won't have ongoing work/ projects after the end of this work opportunity in October. Far from it. Most of our colleagues on the team have full time careers in events, or a non-profit and their roles and scope with Dynamic are project/ remote/ casual based. It is our full intention to have you join our event network and provide you with options and future opportunities. The scope and landscape of events across the country is continually changing.



## HERE'S WHAT'S IN IT FOR YOU:

**Base casual/ flex-time Salary & Expenses.** We won't be paying you a full-time salary but for most of the positions we'll be paying you a fair casual/ flex time project salary and expenses for our base work that will be ongoing for the next 5-7 months.

**Opportunities for key event lead/ role work.** You will get paid to work on our events when there are roles you can fill. Naturally, we likely won't have you working as the Swim Production Lead on a Provincial Championship event, or up as the stakeholder liaison for traffic impact on the bike course, but there will be loads of work going for you. There always is.

**Experience with a professional, independent, ever-evolving race series.** We provide crafted, community/ industry-minded experiences in a wide variety of ways. We manage races knowing the commitment and time people put into getting to that start line. We are participants, training partners, race officials, and volunteers in other events in BC and across N America. We put ourselves out there and we do what we can.

**Exposure to regional event planning, safety, and marketing.** If you're interested in the planning of marketing, safety, production strategies for large scale events or coordinating the operations/ logistics/ HR across Western Canada, then we can offer you a look behind that curtain. If you're interested in full scope of event production, admin, and marketing in the field, then we're the right people to do a placement with.

**Working with some great event professionals and community groups.** Our Teams, are pretty darn solid in the industry. We don't mind saying it because we work hard to make sure it's the truth. You'll learn just from working alongside our crew. We don't consider ourselves "the best" or "premiere" we simply are *#goodeventpeople*, and know that every event is an opportunity for each of us, our network, our clients, and the industry to grow.

**Working in a fun office.** Our office isn't brick & mortar. It is virtual. It's the front of a truck, our kitchen table, a trailer behind a hockey arena, it's a storage locker. It's the anti-corporate environment. Don't get me wrong - we're effective. We have a lot of autonomy and our team communicates. We get it done. We take our work seriously, yet most of us just don't take ourselves TOO seriously. We just enjoy ourselves while doing it and we enjoy doing it well.

**Real experience & a portfolio with running/planning events.** Our aim is to give you as much autonomy and responsibility as you're able for and willing to take and we want you to document it. This helps ensure that your time with us is as worthwhile for you as possible, and you'll have a portfolio afterwards.

**To work with some great industry partners.** We do a lot of work networking in the industry across N America with other independent races and race series. Several of our crew also work with the large corporate race series (ex. IRONMAN, Super League)



## HERE'S WHAT'S IN IT FOR YOU (continued):

**Future work.** The placements we've had before have continued to work with us well after their time with us came to an end.

### SOME ADVICE & CONTEXT:

We had a **LOT** of people we knew ask and apply for jobs/ roles last year in different markets/ races. We had event management graduates. We had semi-professional triathletes and industry reps who had worked in the event and triathlon industry for years. We had other people looking to transition from other industries also.

**You need to be unique, you need to be flexible and you need to make us understand that.**

Firing off a 'Dear Sir / Madam' email with your standard CV attached is unlikely to do it.

We work in unique and dynamic environments, and our team is equally as unique and dynamic with a wide range of careers and talents. We also work & live in 2019... it's a mobile-digitally-hyper-connected world.

**Don't say we didn't warn you...**

### A LITTLE ABOUT US:

We're growing rapidly. Ask around.

We are Western Canada's largest independent triathlon race series. Our focus is on providing safe, professional, unique, crafted, athlete focused events. And we like to have fun doing it!

Our office is virtual, and takes a lot of discipline to stay on task and manage communication flow. Don't be surprised to get comments on various projects at all times of the day, and through the week. Many of our staff do shift work, with changing weekly schedules and availability. Often times a speaking engagement, a warehouse inventory day, or the race are the opportunities we have to see each other face to face.

We're all achievers, with strengths in various areas, and are quick to embrace new technologies and additions to our team. However, as our scope, our skills/ interests are very wide ranging, and we are geographically separated, we expect the key team members, pushing the race (& some regional) projects along, to self-manage their bandwidth and commitments and to check in.

We have races across 4 markets in BC. We don't consider or label our races as "premiere," we're about finding the "right size" race experience for our athletes, our volunteers and our host communities. We consider ourselves in an "ongoing startup."

It works for us.



## WHO WE NEED:

We need additions to our core regional team who know their own value and don't mind speaking up (maybe not just in front of a whole crowd of people, although that is certainly one great skill – but maybe impress us behind the scenes with a cool/ unique online presence, wit, intelligence, or a capacity to teach and help others). There's plenty of scope to learn and develop in here so don't worry if you've not had a lot of experience. That's not necessarily a problem. We do need you to be confident in yourself though and to be able to add a new dimension to what we do.

*'We need people who are excited by the idea of being part of something. Yes, we're aware of how "cliché" or "pseudo-sincere" that sounds but we mean it.'*

*'We're building something here. We're gaining momentum and we're doing well. We need someone who likes that and loves the idea of being part of the journey.'*

**Someone interested in what goes into being #goodeventpeople.** A lot goes into an event well before and well after we're on site actually unloading or packing up gear into transition, meeting our team, or taking care of athletes at the finish line. We need you to understand that and be excited by the planning, the prep work, the safety audits, the budgeting and *most importantly* the learning and post event work.

**Someone who understands events happen at odd hours and days.** A lot of people don't stay with events because they don't factor in the timelines or energy for supporting these temporary "experiences". We are looking for people that know Thursday through Monday of race week during the season is our "go time." If the race starts at 7am, chances are we are loading in at 4:30am and we'll finish around 4:30pm. If it's raining, we're there, if it's 45 in the shade, we're there... if a truck breaks down and we have to re-load a new truck, we're leaving the site after 9pm and finishing late. Fame and Glory.

**Someone who understands remote "virtual" office and making time away/ life-work balance a reality.** We have freedom to work when and where we want, especially in the build-up and post part of events. We encourage our team to take advantage of that flexibility. If we don't have an event this weekend, get outta town! (to the lake, to the beach, to the mountain, even to India) Our team has "checked in" remotely from some far-flung locales while being away for a week between shows and events.

**Someone who can take a nap.** No Seriously. Can you nap? We have serious roles on events, and work long hours on our feet, constant ambient noise, extreme weather changes, and lots of people. Many of our crew take pride in "soldiering through." It has its time and place, but not in making good operational decisions and providing a safe, professional race to our athletes and volunteers. Knowing your limits, and also having the ability to trust your team if they ask you to "step back" and "take a quick nap", especially in the spectacle of some of our bigger event prep or strike days, is PARAMOUNT.



## WHO WE NEED (continued):

**Someone willing & able to work on their own initiative.** We all enjoy helping each other out and we're all looking forward to working alongside new Team members and helping them develop. That said, we're a virtual office, and because we're an "ongoing startup" each of us wear a lot of different hats. Your scope and role may be "do-er" in one event, but co-manager in another project.

**Someone who knows this is for them.** We're unlikely to invest time and money into someone who is dipping their toe in to see if the event world is for them. That's not what we're looking to do here. We're looking to find true event people and the role of being educators. This is a call(ing?).

**Someone we get a good vibe off.** This is vital. If we don't get a good vibe off you / your email / your CV then we won't be talking to you about the role. It's that simple. There are some **GREAT** people looking for work at the minute and it's from that pool we'll be picking. Make sure you're in that category and do yourself justice in your approach / CV etc.

**Someone who naturally goes that extra mile.** If you tend to watch the clock 'til it's home time, this probably isn't for you. If a volunteer or athlete with a last-minute awkward request drives you crazy, then this probably isn't for you. If you want to work with a Team that takes great pride in their work and will always do what it takes to improve things, then you're our type of person.

**Someone who understands sales is an element of every job.** This one is no different. We need to make sales or nobody gets paid. We all do some selling in here. How we present ourselves, how we interact with our crew, the public, and event producers.

## PERFECT WORLD STUFF:

We **THINK** these new Team members should have the following. These aren't necessarily deal-breakers but they'll definitely help you stand out...

**A creative & curious mind.** Can you draw or sketch? Can you pull creative concepts together? Do you understand how to make a room pretty – even a medical station or back of a truck? Can you create without a computer or the internet?

**Class 4/5 driver's license & a reliable vehicle.**

**Experience in events.**

**Experience / interest in Social Media, photography, video production, blogging etc.**

**Experience / skills YOU know we need but WE don't know we need.**

Now, figure that one out...



## THE SMALL PRINT

Each of the following placement | work opportunities are for an initial 8 week (2 month) probationary period from **April 15 to June 8, 2019**. With the full duration of the placement | work opportunity being extended to **Thanksgiving, October 2019**.

Regular availability online, check in/conference calls happen **Tuesday or Wednesday** between **8am-1pm PST, but can be flexible**.

**Travel commitment for onsite event work May 16-20, May 28-June 3, July 31-Aug 5 and September 11-16, a MUST.**

**We will not entertain any new approaches for these placements | work opportunities after 6pm PST on Wednesday, April 3.**

If we think it's worth you coming in for a chat then we'll get in touch before the 9<sup>th</sup> of April (once we've reviewed and checked up on you) and look to set something up.

**We hire people based on our gut instinct. We trust it and we usually get it right.**

Send anything you're sending in support of your application for the work to [support@dynamicraceevents.com](mailto:support@dynamicraceevents.com)

'Advertised Role 2019 – [insert your LAST NAME] ' in the subject line.

Example: Advertised Role 2019- Jones