



Hello Applicants!

ADAPT is a 60k sqft sports facility and fitness club in North Miami that offers a multitude of services to enhance your well-being. We believe in “Quality Over Everything” and aim to provide this in every aspect we offer. ADAPT offers a variety of programs for both youth and adults, recovery services, and sports programs. There is something for everyone here at ADAPT. We are looking for a new team member that can step in and take on this amazing growth opportunity.

We are looking for someone who:

- Has a customer centered mindset
- Is organized and enjoys helping others
- Is a true team player - we are a close knit team that depends on each other for success!

We are looking for candidates who can showcase the above skills through their work experience and resume. All we are looking for is somebody willing to learn our processes and grow with the company as we expand. The right person should find the position challenging, but also rewarding.

Benefits:

- Monthly fitness/wellness stipend
- Quarterly team building and community events
- Facility membership for yourself
- Promotion opportunities - we want our employees to be doing what they do best. If you are hired and show great promise in the business, we will not hesitate to promote you to those vertical positions.

Overall we promote a healthy work-life balance, we laugh and enjoy our community, and have a generally good time providing our client's results and a great atmosphere. If all of this sounds like a fit for you, feel free to amend your resume with a cover letter letting us know!

How to apply:

Send an email to info@trainadapt.com with your resume and cover letter for this position. We will get back to you as soon as it is reviewed with next steps.



Manual Therapist Job Description

Title: Manual Therapist

Reports to: ADAPT Recovery Director

Pay type: Hourly + Commission

Pay range: \$15-45 per hour

Schedule: 3-4 days (shift), 6-8 hrs./day, minimum per week

Job Summary/Overview:

The Manual Therapist's main focus must always be to provide a fun, motivating and united environment, providing massages/stretching and other body treatments to guests of our facility. Prioritize musculoskeletal resilience and durability, empowering the body to sustain and optimize movement.

Meeting Schedule:

- Team meeting - Monthly
- Recovery meeting - Monthly

What we'll accomplish together:

As a team, we're committed to offering excellent professional services that help clients do more of the things they love. Your role and the work you do every day is at the very heart of our mission. This includes:

- **Performing quality, therapeutic bodywork that meets clients' needs** within scope of practice and licensing guidelines as applicable in our state.
- **Customizing massage services** within ADAPT RECOVERY's policies, protocols, and approved modalities to craft truly personalized sessions.
- **Safeguarding the client experience**, maintaining client confidentiality and upholding our commitment to safety.
- **Embracing the ADAPT RECOVERY core values** of optimism, gratitude, excellence, consistency and empathy.
- **Protecting our workplace culture** by recognizing and supporting team goals and building positive relationships with team members.



What it takes to Succeed:

We only succeed together, so we're looking for people with the passion and experience to be amazing. Those who thrive in this role are:

- **Well-skilled professionals** who have a minimum of 500 hours of massage therapy school under their belts and a certificate of completion. You'll also need to meet the licensing requirements for massage therapy in our state and be able to pass a background and reference check with flying colors.
- **Thirsty for knowledge**, seeking continuing education to build on their modality mastery (which must include Swedish and deep tissue massage).
- **Clear communicators** who can effectively identify each client's needs, set clear expectations, and stay connected to the client throughout the session to achieve the goals of each service.
- **Total body care champions** who can recommend follow-up visits and additional services and products as needed to help clients pursue their wellness goals.
- **Great teammates** who show up on time ready to jump in wherever needed to get the job done.

Major Task and Responsibilities:

- Ensures the ADAPT RECOVERY experience for clients by maintaining the standards set by ADAPT RECOVERY's Mission Statement / Values, Standards and Expectations.
- Adheres to the policies of ADAPT RECOVERY.
- Performs massage and body services that meet the established guidelines for the type of service offering and that fulfill client expectations.
- Performs all treatments on services menu based upon current licensure.
- Assesses contraindications of clients that may prevent service from taking place.
- Meets the needs of the clients at all times throughout the service.
- Understands and uses universal precautions when providing services.
- Cleans and disinfects all equipment on a daily basis.
- Maintains the highest level of product knowledge and has complete knowledge of all ADAPT RECOVERY services presently offered. Understands the ingredients in products and can explain their benefits to clients.
- Answers clients' questions in a knowledgeable and professional manner.



- Recommends products for home use.
- Suggests to clients other beneficial treatments offered at ADAPT RECOVERY.
- Begins and ends all treatments on time.
- Works assigned schedule and arrives and departs from their shift on time.
- Informs Director of ADAPT RECOVERY or other management personnel about product needs.
- Creates and maintains client cards and treatment notes, when appropriate.
- Completes all assigned side work.
- Attends all scheduled meetings (i.e. ADAPT Team Meeting, ADAPT RECOVERY Meeting, etc.).
- Attends scheduled professional training.
- Reports any incidents or accidents to a member of the management team.
- Other duties as assigned.

Qualifications & Essential Job Requirements:

- High School Diploma or GED.
- Valid state license in massage therapy or other credentials required by the state.
- Active professional liability insurance coverage.
- Previous massage and body work experience.
- Customer service experience, preferably in a spa.
- Must be able to build rapport with guests.
- Ability to explain various treatments / services to guests.
- Excellent customer service skills and work ethic.
- Efficient, well organized, and able to handle a variety of duties simultaneously.
- Energetic, enthusiastic, and motivational.
- Professional manner, discretion, and appearance.
- Good verbal and written skills.
- Strong team player.
- A comfort level with product recommendation.



- Availability When Facility Is Open: This could include nights, weekends, and holidays.
- Ability to stand for long periods.
- Medium Work: Exerting up to 50 pounds of force occasionally, and / or 20 pounds of force frequently, and / or up to 10 pounds constantly to move objects.
- This position requires the following abilities: balancing, kneeling, crouching, reaching, standing, walking, pushing, pulling, lifting, fingering, grasping, tactile sense, repetitive motions, seeing, hearing, talking, and visual acuity.
- The employee will be required to operate the following tools but not limited to: massage oils and lotions, hot stones, hot cabbie/hydrocollator, hand towels, body treatment products, hot packs, salts, and disinfectants.
- Work conditions include exposure to odors, fumes, and vibrations. For those working in a facility with a hot sauna/hammam, this would include working with water and steam in hot temperatures.
- Active NCCA Personal Training Certification (ACSM, ACE, NASM, NSCA) - strongly preferred but not a requirement.