



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 training 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 and team mindset
- Is comfortable communicating over the phone and via email in English and Spanish
- 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.



ADAPT Culture Coach

Title: ADAPT Culture Coach

Reports to: Director of Training/Athletics

Pay Type: Hourly + Personal Training Fee Schedule + ADAPT TIER System + Commission

Pay Range: Hourly Wage- \$20-25/hr. (minimum 60 hrs., up to 80 hrs. per month)

Job Summary/Overview:

This position is responsible for providing training services to clients/members of our facility. Culture Coach at ADAPT are responsible for articulating our methodology succinctly to our clients/members at all times while in the facility. They are to contribute to programming buildout and expand their knowledge in the industry through in-house training and external research. Attending ADAPT Team, ADAPT Trainers, and ADAPT CEU meetings are a requirement and a way to build community as well as enhancing both personal and professional toolboxes.

What We'll Accomplish Together:

As a team, we're committed to offering excellent professional services that help clients/members 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, training sessions that meet client/member needs within scope of practice and in accordance with training certification guidelines.
- Customizing training services within ADAPT's policies, protocols, and approved modalities to craft truly personalized sessions.
- Safeguarding the client/member experience, maintaining client confidentiality and upholding our commitment to safety.
- Embracing the ADAPT's core values of inspiring, educating and empowering.
- Protecting our workplace culture by recognizing and supporting team goals and building positive relationships with team members/peers.

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 group class training and/or personal training sessions. You'll also need to hold and maintain a nationally accredited certification within the movement science industry. A reference check will also be necessary.
- **Thirsty for knowledge**, seeking continuing education to build on their modality mastery
- **Clear communicators** who can effectively identify each clients/members needs, set clear expectations, and stay connected to the client/member throughout the session to achieve the goals of each service.

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- **Total body care champions** who can recommend follow-up visits and additional services and products as needed to help clients/members pursue their wellness goals.
- **Great teammates** who show up on time ready to jump in wherever needed to get the job done.

Major Tasks and Responsibilities:

- Ensures the ADAPT experience for clients/members by maintaining the standards set by ADAPT's Mission Statement / Values, Standards and Expectations.
- Performs training services that meet the established guidelines for the type of session offering and that fulfill client/member expectations.
 - With oversight from the Director of Training and in collaboration with other ADAPT Culture Coaches, creates and implements training programming for SEMI and GFC training sessions.
 - Supervises and ensures that other Trainer(s)/Coach(es) completing respective AM/PM training shift gets rundown/logistics of programming by outreaching 12 hrs prior.
 - Performing SEMI and/or GFC
 - Arrive 15 minutes before the start of their class
 - Set up needed equipment for programming
 - Login to MINDBODY and check in ALL attendees into MB at the start of class
 - Lookout for red alerts when checking members in:
 - Billing failure
 - No membership
 - Class Pass
 - New member/prospect
 - Login to Google to pull slides with workout (i.e. either SEMI and/or GFC) and facility news/promotions
 - Go over upcoming facility news/promotions provided by marketing strategist at the beginning of each class
 - Administer a brief warm-up (0-10 minutes). During the warm-up period:
 - Demo and explain basic technique.
 - Maintain a friendly banter.
 - Guide clients through warm-up but don't over coach.
 - Workout explanation
 - Demo and explain in detail ALL items of workout.
 - Maintain a friendly banter. Use your personality.
 - Assesses for any contraindications of client/member that may prevent session from taking place.
 - Meets the needs of the client/member at all times throughout the service.

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- Understands and uses universal precautions when providing services.
- Workout
 - Coach clients/members efficiently and effectively. When necessary, stop the client and explain deeper about the movement and corrections that are needed. Be sure to correct that client/member before you move away.
 - Create an exciting training environment. (Theatrical)
 - Acknowledge, correct, and motivate each client multiple times throughout the workout. Clients/members should feel as if you were watching them the whole time.
- Post workout
 - Congratulate the client/member's efforts. (High fives, fist bumps, etc...)
 - Assist clients in picking up/sanitizing any used equipment.
 - Cool down and review the workout with the group as a whole.
 - Potential lead creation for other a la carte services such as PT, SEMI/GFC upsell, CW, pilates, yoga, etc.
 - Review once again any necessary announcements. Last call to sign in clients to the MB app.
 - Record any necessary information onto MB through the "contact log" tab in clients/members profile, regarding training session clients/members or facility logistic management.
 - Prepare or leave space ready for the next group/session.
- After coaching AM and/or PM shift
 - Clean, disinfect and put away any used equipment.
 - Walk through the facility and pick up/organize any facility equipment out of order.
- Must coach a minimum of 15 training sessions per week (60 training sessions per month minimum).
 - Works assigned schedule and arrives and departs from their shift on time.
 - Begins and ends all sessions on time.
 - Schedule is set a month in advance, any changes to the schedule less than a month in advance must be done by the staff member with other trainers. If unable to find coverage they are unable to request a day off.
 - Required Training Hours- 15 hrs training weekly minimum (60 hrs monthly minimum)

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- Any hours over 60 monthly hrs (15 hrs training weekly) to be paid out accordingly.
 - Hours to be fulfilled primarily by servicing any training department group training sessions (i.e., SEMI and/or Group Fitness Class) as well as performing training assessments with members/prospects.
 - Subject to change and at the discretion of the Director of Training.
 - Performing training and/or nutrition assessments with expectation of providing value for members, colleagues and ADAPT as a whole.
 - Maintains the highest level of product knowledge and has complete knowledge of all facility services presently offered as well as explain their benefits to clients/members.
 - Suggests to client/member other beneficial services offered in the facility.
 - Member Challenge Liaison
 - Perform onboarding sessions and assist new members with starting their new journey/challenge under the ADAPT facility.
 - Lead outreach efforts (i.e., make connections with current/prospect members with hopes of funneling new clients to SEMI/GFC memberships).
 - Develop and maintain strong relationships with community partners to ensure the success of the program.
- Ensures OG/SEMI/GFC Client Retention
 - Collaborate with other colleagues and members to develop and implement innovative ideas and strategies for adhering and improving ADAPT's culture values (i.e., Fun, Motivating, United, Inspiring, Educating and Empowering environment).
 - Answers clients/members' questions in a knowledgeable and professional manner.
 - Creates and maintains client/member contact logs, when appropriate.
- Inventory / Facility Maintenance / Upkeep
 - Manage and oversee the use of equipment.
 - Ensure that equipment is used, stored and maintained properly.
 - Informs Director of Training or other management personnel about product/facility needs.
 - Ensures that work areas are clean and set according to procedures.
- Completes all assigned side work/tasks.
- Attends all scheduled meetings.
- Attends scheduled professional training.
- Reports any incidents or accidents to a member of the management team.



- Other duties as assigned.

Essential Job Requirements:

- Prolonged periods sitting at a desk and working on a computer.
- Prolonged periods standing and moving throughout the facility to demonstrate clientele programmed movements.
- Must be able to lift up to 100 pounds at times.
- Preferred Education:
 - B.S. in Exercise Science or related Health Science degree or higher degree.
 - NCCA Personal Training Certification (ACSM, ACE, NASM, NSCA preferred)
- Experience:
 - Working with guests in group and individual settings.
 - Public speaking comfort.
 - Writing and implementing exercise programs/prescriptions.
 - Working with special populations.
 - Fitness ancillary services implementation and interpretation.
- Required:
 - Excellent communication and customer service skills.
 - Comfort leading group and private exercise sessions as well as lectures.
 - Must be available to work mornings/nights/weekends.

Compensation Package:

- Must fulfill a minimum of 60 hrs., up to 80 hrs per month.
 - Breakdown:
 - 5 shifts per week (3 hrs.), 15 hours per week, 60 hrs. per month.
 - 5 shifts per week (4 hrs.), 20 hours per week, 80 hrs. per month.
 - Hours can be fulfilled by servicing any regular training department group training sessions (i.e., SEMI and/or Group Fitness Class, Training / Nutrition Assessments, Onboarding Meeting) or performing other administrative duties (i.e., Inventory / Facility Maintenance / Upkeep).
 - Subject to change and at the discretion of the Director of Training.
- Personal Training Fee Schedule:
 - If under \$1,000 is received in the month the contractor may receive 50% of said revenue, ADAPT receives 50%
 - If \$1,000-\$1,999 is received in the month the contractor may receive 55% of said revenue, ADAPT receives 45%
 - If \$2,000-\$2,999 is received in the month the contractor may receive 60% of said revenue, ADAPT receives 40%
 - If \$3,000-\$3,999 is received in the month the contractor may receive 65% of said revenue, ADAPT receives 35%
 - If \$4,000+ is received in the month the contractor may receive 70% of said revenue, ADAPT receives 30%
- ADAPT TIER System



- Tier Determinants
 - # of Training Sessions Monthly (GFC & SEMI: 1; S&C, YDP, & Training Assessments: 1/2)
 - Trainers
 - 1 pt. 10-15 hrs
 - 2 pt. 16-24 hrs
 - 3 pt. +25 hrs
 - Culture Coaches
 - 2 pt. 60-69 hrs
 - 4 pt. 70-79 hrs
 - 6 pt. +80 hrs
 - Overall Coaching Experience & Tenure with ADAPT
 - 1 pt. Formal Schooling for the associated Trainer/Coach Role (i.e. Bachelors or Higher for Exercise Science, etc.) and/or an Active Certification/CEU for the associated Trainer/Coach Role
 - 1 pt. Active Certification/CEU for the associated Trainer/Coach Role
 - 1 pt. Tenure w/ ADAPT (3+ yrs)
 - PT Revenue (Consistently)
 - 1 pt. \$2k
 - 2 pt. \$3k
 - 3 pt. \$4k
 - 4 pt. \$6-8k
 - 5 pt. +\$10k
- TIERS
 - Tier 1: ≤6 pts.
 - Tier 2: 7-8 pts.
 - Tier 3: +9 pts
- TIER Incentives
 - GFC Payout Fee Schedule*
 - Tier 1 - \$20
 - Tier 2 - \$22.50
 - Tier 3 - \$25+
 - SEMI Payout Fee Schedule (\$3 Bonus Pay/Client Participation; max. of 6 clients per session)*
 - Tier 1 - \$20
 - Tier 2 - \$22.50
 - Tier 3 - \$25+

*GFC/SEMI Fee Schedule is at the discretion of the ADAPT entity and its administrative staff.
- Commission on Membership Sales
 - Training Assessment Commission:
 - \$20 for upsell of any training service to be paid out monthly to contractor
- Additional compensation



- Aflac ACC (Accidental Insurance) option
- Facility memberships for both staff and loved one
- Industry education drop-in class \$25 per month (email follow-up required).
- ADAPT will pay the CEU for specific certifications based on Trainer/Coach TIER, webinars or training that aligns with job roles and is found to be valuable for staff to attend and bring back information
- Company Holidays (Thanksgiving, Christmas, New Years, etc.)
- And more!

Overview:

The ADAPT Culture Coach will be responsible for managing all aspects of the OG/SEMI/GFC training programs and ensuring that they are delivered effectively and efficiently. This includes oversight and implementation of training programming, ensures the ADAPT experience for clients/members by maintaining the standards set by ADAPT’s Mission Statement / Values, Standards and Expectations, and management of equipment and inventory. The successful OG/SEMI/GFC Culture Coach will be a strong leader with excellent communication and interpersonal skills, and the ability to work collaboratively with others to achieve program goals.

Employee Signature: _____

Date: _____

Print Name: _____

Managers Initials: _____

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