

# ADAPT

## ADAPT Culture Coach

**Title:** Culture Coach

**Reports to:** Director of Training

**Pay Type:** Hourly + ADAPT TIER System + Commission

**Pay Range:** \$20 - \$30/Hr

**Schedule:** Part Time

### Job Summary/Overview:

The ADAPT Culture Coach is responsible for planning and delivering group exercise classes that cater to participants of various fitness levels. They are responsible for articulating our methodology (including demonstrating proper exercise techniques) succinctly to our clients/members at all times while in the facility. They oversee the training sessions while fostering member development and cultivating a strong culture. This position is ideal for individuals who thrive in a group setting and have a passion for motivating others to achieve their fitness goals in a FUN, MOTIVATED, and UNITED environment.

### 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

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- **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.
- **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.
- **Outstanding Customer Service**, capable of demonstrating the Golden Three customer service qualities: Empathy, Patience, Active Listening. As well as having other proficient serviceable qualities such as Problem-Solving Skills, Product Knowledge, Positive Attitude, Adaptability, Time Management and Proactive Follow-up.

## Major Tasks and Responsibilities:

- **Class Preparation and Planning**
  - Collaborate with Head Culture Coach to design/implement and manage fitness programs, including but not limited to SMALL and GFC training sessions.
  - Ensure the class structure includes a warm-up, main workout, and cool-down period.
  - Ensure programs meet the fitness goals of a diverse range of members, from beginners to advanced athletes.
  - Incorporate modifications for participants of varying fitness levels or with physical limitations.
- **Class Instruction**
  - Lead group fitness classes by demonstrating exercises and providing clear verbal cues to ensure proper form and technique.
  - Maintain high energy levels throughout the class and motivate participants to push themselves safely.
  - Adapt exercises in real-time to suit the needs of participants and ensure everyone can follow along.
  - Use music, choreography, or other elements to enhance the experience and keep participants engaged.
- **Member Engagement and Motivation (including Member Liaison and Client Retention)**
  - Create a welcoming, inclusive atmosphere that encourages class participation and enjoyment.
  - Conduct fitness assessments and help members set and achieve personal fitness goals.
  - Provide encouragement as well as address member inquiries, feedback, and concerns in a positive and professional manner to help participants stay motivated and improve their performance.

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- Monitor member progress and adjust programming to ensure positive results and retention.
- Build rapport with class attendees to foster a sense of community and loyalty.
- **Safety and Supervision**
  - Monitor participants during the class to ensure correct form and minimize the risk of injury.
  - Provide modifications and alternatives to exercises for participants with physical limitations or varying fitness abilities.
  - Enforce proper use of equipment and ensure all safety protocols are followed.
- **Class Feedback and Improvement:**
  - Solicit feedback from class participants to continuously improve class structure, content, and delivery.
  - Stay up-to-date with fitness trends and new exercise techniques to keep class routines fresh and engaging.
- **Facility Collaboration:**
  - Communicate with facility management about equipment needs, class scheduling, and other logistical concerns.
  - Assist in promoting group fitness classes to increase attendance and participation.
  - Participate in facility events, challenges, or other promotional activities as needed.
- **Sales and Promotion**
  - Assist in promoting fitness programs to attract new members and retain existing ones.
  - Collaborate with marketing teams to aid in content creation and help in community outreach programs.
  - Upsell group fitness sessions and other ADAPT services.

## **Essential Job Requirements:**

- **Experience:**
  - Experience in leading group fitness classes, preferably 1-3 years.
  - Strong understanding of exercise science, anatomy, and proper form.
  - Ability to teach and demonstrate exercises clearly and safely.
  - Energetic, enthusiastic, and able to engage participants of all fitness levels.
  - Knowledge of exercise modifications and alternatives for participants with varying abilities.
  - Time management and organizational skills to run classes smoothly and punctually.
  - Ability to create playlists or select music that enhances the workout experience.
  - Experience using fitness tracking software, technology and other fitness ancillary services is a plus.

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- Knowledge of current fitness trends, training methods, and industry standards.
- Preferred Education:
  - B.S. in Exercise Science or related Health Science degree or higher degree.
  - Certified in Group Fitness, or related field (e.g., ACSM, ACE, NASM, NSCA preferred)
  - CPR/AED Certification
  - Specialized certifications in relevant fitness modalities (e.g., stretching, kettlebell, calisthenics, aerobic capacity, etc.) are preferred.
- Regular interaction with a diverse group of members, staff, and management in a dynamic, fast-paced environment.
- Organizational skills and ability to manage multiple responsibilities simultaneously.
- Strong leadership, excellent communication skills, and a passion for health and fitness.
  - Public speaking skill and comfort leading group and private exercise sessions as well as lectures.
- Excellent customer service and motivational skills.
- The role may require early mornings, late evenings, and weekends to accommodate member schedules.
- Prolonged periods standing and moving throughout the facility to demonstrate clientele programmed movements.
  - Must be able to lift up to 100 pounds at times.

## **Compensation Package:**

- Includes competitive hourly pay, commission, and performance bonuses (ADAPT TIER System)
- Additional compensation:
  - Aflac ACC (Accidental Insurance) option
  - Facility memberships for both staff and loved one
  - Product/service discounts
  - Training & Development- We provide substantial paid training, certifications, and support to ensure your success
    - Industry education drop-in class reimbursement
    - 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.)
  - Flexible schedule that works around educational or personal goals or further practitioner goals (such as Personal Training)
  - Fitness casual dress-code
  - Passionate, collaborative work environment
  - The opportunity to learn every aspect of the business to eventually become a Head Coach/Manager if desired

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## **Overview:**

You were the leader on the playground or the captain in gym class. The one whose team everyone wanted to be on. The one who balanced a take-charge attitude with an ability to make each person feel important and necessary. The one who was the go-to when any sort of problem or question arose.

Today, you're still a mentor and a master at guidance. You expect the best from those around you, and you work with them to achieve it. You're passionate about fitness, and your enthusiasm is palpable and pure.

That's why we want you as a Culture Coach at ADAPT. We're looking for people to lead. To listen. To love what they do. And then to share it -- with the coaches in their facility, and with members entrusting the health of their bodies to you.

You'll lead a team of engaged professionals who have a passion for fitness and helping our members achieve their goals in a FUN, MOTIVATING and UNITED environment!

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[www.trainadapt.com](http://www.trainadapt.com)

14901 NE 20th Ave Miami FL 33181

Main: 786-717-7470