



## ROLES + RESPONSIBILITIES

# CrushCamp PT / Small Group Coach

As a CrushCamp Personal Trainer / Small Group Coach, your role is to build relationships, inspire, motivate, and teach - and there is nothing that fires you up more than seeing a client crush a PR! You are innovative and bring energy to any room you walk into; you are respectful of your clients' needs and limitations but also know how to kick butt and push them (safely!) beyond their comfort zones! You live and breathe the CrushCamp values of POSITIVITY, GROWTH, and COMMUNITY, and can't wait to help our community thrive.

### YOUR ROLE - THE DETAILS

#### SMALL GROUP

- Safely and effectively lead a class of up to 6 participants through the scheduled workout (small group training); providing modifications, cues, feedback, and encouragement, to ensure everyone leaves the class feeling like they “Crushed it!”
- Review class workout plan prior to class to ensure familiarity and confidence with both the monthly program and be prepared to deliver the class with minimal use of memory tools

#### PERSONAL TRAINING

- Complete physical assessment/body composition analysis according to the guidelines set by the Head of Training, and provide a written analysis to client.
- Develop and deliver personal training programs for clients based on individual goals, needs, injuries that are safe and challenging
- Make recommendations for “off” training times to help clients achieve their fitness goals
- Use MindBody software to check in, sell, rebook, reschedule or handle any outstanding payments
- Respond to email inquiries within 24 hours of receipt, unless otherwise discussed
- Meet with the Director of Operations monthly to discuss retention strategies, sales initiatives and business development opportunities.

#### ALL SESSIONS

- Come prepared with music playlist on personal device or studio iPod
- Arrive a minimum of 20 minutes before class (15 minutes before PT) to ensure the room and technology is set up, and aid in helping to check in and greet clients, and orient new clients
- Stay a minimum of 10 minutes after class/your session to:
  - A - connect with new members via the “New Member Process”, and provide information to FOH team to create a Contact Log

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- o B - leave the studio at least as nice as you found it - sweat mopped/wiped, weights stacked, room re-set for the next class
- Ensure all regularly scheduled classes are covered at least 2 weeks prior to date
- Post self-created social media content relevant to your role (tagging CrushCamp via Instagram or Facebook), at least once per week
- Provide feedback after each class taught in the Slack #classfeedforward channel
- Dedicate up to 3 hours outside of Class Coaching per month paid community or team events (ie run club, photoshoots, special classes, challenge wrap-ups, etc)
- Attend paid quarterly mandatory full-team meetings
- Invoice your monthly training hours accurately and on time, by the 21st of each month
- Be familiar with, and communicate membership offers/promotions/upcoming workshops to clients, as identified in the slack and monthly emails
- Attend a minimum of 1 class per week (Crush, Lift, and/or Flow)
- Review and adhere to all team standards as outlined in the CrushCamp Team Handbook
- Exhibit the CrushCamp core values of Positivity, Growth, and Community through your actions and words, and by supporting your teammates both in-studio and out

## REQUIREMENTS AND QUALIFICATIONS

- Personal Training certification through AFLCA, CanFitPro, ACE, or similar.
- Minimum 1 year Personal Training experience.
- High-energy, motivating, friendly personality with an ability to multi-task and stay cool under high-pressure environments
- Passion for fitness and health is a must
- Affinity for teamwork and collaboration is a must – we are stronger together
- Be in great physical shape and able to demonstrate exercises with perfect form, and lift at least 75 lbs
- Up-to-date First Aid/CPR with AED and \$1 million personal liability insurance - to be maintained and provided to Director of Training on an annual basis
- Must have flexibility to work evenings, early mornings and/or weekends, for a minimum of 2 classes/sessions per week
- Experience as a group fitness instructor, or athletic coach is a major asset
- Certification in kinesiology, massage therapy, mobility, or other fitness modalities is a major asset
- Experience in dealing with MINDBODY Online Software is an asset
- Willing to commit to and complete the entire CrushCamp certification program and pass the Practical Exam

**Do you have what it takes to join our team of Goal Crushers?** Send your resume to [Sarah@crushcamp.com](mailto:Sarah@crushcamp.com), along with an email explaining why you want to join Team

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CrushCamp. Only suitable candidates will be contacted. Role will remain open until filled.