



Position: Performance Coach- Private Training & Coverage Focus

What it looks like: *The work of a Performance Coach at The Power House is fun, impactful, and intellectually and physically stimulating. Many of our coaches work across our service categories, so a day may include a group class, a one-on-one session, working with a team, or going off-site to a corporate client. **This position will be focused within our private training service category**, providing the opportunity to work with an amazing group of clients within our facilities. In addition, this role will help support coverage needs across the business to support the team of coaches to the best of their ability.*

Performance Coaches at The Power House are exceptional at both the science of coaching (providing coaching cues, modifications, and program design based on exercise physiology) and the art of coaching (connecting to each athlete, creating a welcoming space to train, and fostering a sense of community and fun). This work requires a special type of person, which is what makes our team at The Power House so unique and valuable.

Status: Full-Time, Exempt (minimum of 40 hours per week with paid overtime)

Benefits:

- Gym membership(s)
 - \$205 value per month for employee
 - One additional complimentary membership for a partner or family member
- 401(k) w/ match up to 3.5%
- PTO Structure
 - 80 hours + Christmas Day and one floating holiday
 - increases 20 hours every 3 years with the company
 - "Flexing" schedule options can provide time away from work without taking PTO hours, if billable hour goals are still achieved.
- Travel mileage reimbursement
 - \$0.56 per mile, reimbursed based on completion of mileage spreadsheet every 2 weeks.
- Bonus structure
 - Location based incentives around annual financial goals
 - Bonus based on hours worked over billable hour goal (1:1 at hourly rate)
- Staff retail discount
 - 15% for supplements and food/bev
 - TPH shirt allotment

- Blue Cross Blue Shield Health insurance- 50/50 split for employer/employee
- Dental insurance- 50/50 split with employer/employee
- Life insurance, AD &D: \$50,000 policy- employer paid
- Short-term disability insurance: opt-in, employee paid
- Profit Sharing Program eligibility once at 1000 hours employed- based off profit of company and W2 wages of employee
- Manager incentive bonus program based on annual revenue targets
- Continuing education budget of \$500 per year

Location: Coaching hours across TPH sites and satellite accounts, with one “home base” gym.

Reports to: Chief of Staff

Travel: Some travel is a requirement of the job. The employee must be able to drive and have an available personal automobile for reliable transportation.

Other Duties: Duties, responsibilities, and activities may change at any time based on the need of the business.

Preferred Pre-requisites:

- 2+ years experience in the fitness industry
- Sales experience
- Must be highly organized, able to communicate effectively, manage their own schedule efficiently, and have a great track record of follow-through and initiative.
- Education / Certifications:
 - BA/BS required in one of the following areas of study: Kinesiology, Sports Medicine, Athletic Training, Exercise Science, Pre-Med, Pre-Physical Therapy
 - Must hold a certification in Strength & Conditioning, Personal Training, Functional Movement, CrossFit (NSCA, NASM, ACSM, FMS, CFL1-2, etc)

Company Description:

The Power House is a family-owned Health & Fitness business, founded in 2013 by Max & Jill Lipset. Based in the Twin Cities, The Power House provides group classes, private training, team training, nutrition and health coaching services, and corporate wellness programs across the Metro area. With gyms located in St. Paul and St. Louis Park, The Power House is uniquely positioned to achieve its purpose of leading individuals and organizations towards health and fitness from the intersection of prevention and performance.

The Power House offers a dynamic, fast-paced work environment that challenges team members to see Fitness and Wellness as a natural, vibrant, and enriching part of life. Therefore, our team members infuse our community with the energy needed to help our clients live a life of purpose, fulfillment, and health.

Roles & Responsibilities:

Performance Coach

- Perform the specified amount of quarterly billable hours presented with job offer. Hours above billable hour target will apply towards an overtime bonus structure.
- Coach sessions across the service categories of the business (group, private, team/youth, corporate).
 - **This position is focused on private training services.**
 - Coaches are expected to embrace coaching in a variety of settings and across diverse populations. Coaches will have a primary area of focus in the business but also have opportunities to grow in other areas and develop skills across service categories.
- Is consistently outgoing, warm and welcoming, helping to foster a positive and encouraging community for our clients.
- Acts respectful and mindful of coworkers to foster a supportive and collaborative team.
- Maintains 40 hours of availability each week in MindBody software, reflective of prime business hours and billable hour targets. Availability booked in MBO must be accurate to allow for training sessions to be planned and must be adjusted to reflect unavailability as circumstances change.
- Manages the booking, check-outs, and account management for personal book of clients and classes in MindBody software
- Reads Slack communications throughout business day and responds to relevant messaging in a timely fashion.
- Reads Staff Newsletters and client eblasts as released and is aware of gym news and events.
- Utilizes Microsoft Sharepoint subscription for efficient and professional collaboration with programming, project management, and work flow.
- If already engaged with social media, uses platform best practices, leading with positive and on-brand communication about The Power House MN and their coaching and training within its facilities.
- Maintains the confidentiality of personal information of clients and fellow employees.
- Exemplifies leadership through the company's core values.
- Provides coaching services that aspire to the highest level of client safety, satisfaction, retention, and outcomes possible.
- Maintains facility organization and cleanliness standards, always leaving spaces in better condition than found. Contributes to the communication of staff and management regarding facility needs. Take ownership of the experience clients have in our facilities and take action to solve problems as they arise.

- Adheres to programming provided and/or provides programming consistent with The Power House standards and philosophy of training.
- Receptive to giving and receiving feedback to/from supervisors and coworkers, bringing a straightforward presence to all communication, and calling attention to the big issues while offering a specific point of view with proactive solutions.
- Encourages the use of our offered food/supplements when appropriate and participates and guides The Power House's retail sales efforts. Does not endorse/accept sponsorships for additional supplement options without discussion with TPH leadership approval.
- Participates in TPH community events and supports the promotion of all TPH activities, services, and programs.
- Attends The Power House MN full staff monthly meetings.
- Attends location-specific weekly huddle with General Managers and coaching team.
- Signs and abides by The Power House MN's Employee Handbook, Non-Compete and Non-Solicitation Agreement and Disclosure of Additional Commitments.
- Maintains active training certifications and participates in continuing education opportunities based on the needs of the company.

Diversity Statement: We are passionate about building and sustaining an inclusive and equitable environment for our community. We believe every member on our team enriches our diversity by exposing us to a broad range of ways to understand and engage with our health and the world, identify challenges, and to discover, design and deliver services. The Power House acknowledges that the health and fitness industry has been exclusionary based on gender, race, and sexual orientation, and we strongly encourage applicants from all backgrounds to apply.

TO APPLY: Please email jill.lipset@tphmn.com with a current resume and cover letter.