



Full-Time/Part-Time Group Coach Position

We are on the search for the perfect coach to join our incredible team!

Our ideal candidate has a passion for helping people take back control of their health first and foremost. This candidate is someone who is humble, hard-working, a good listener, and wants to be a part of a dedicated team of fitness professionals. Knowledge and experience is a plus, but not the determining factor. To learn more about NorthEast CrossFit, and the position we are hiring for, read below.

About The Position:

We are seeking an individual who aligns with our mission and core values and aspires to become a professional level coach, whether they are ready now, or believe they can work their way towards this role in the coming years.

- **Minimum Requirements:**
 - CrossFit Level 1 Trainer
 - CrossFit Level 2 Trainer (preferred)
 - At least 1 year of coaching group CrossFit
 - Proficiency in all CrossFit movements, including complex barbell and gymnastics
 - Team Player - Humble, Welcomes Feedback
 - Inspired by the NECF mission and vision
 - Lives by NECF Core Values
 - Flexible schedule, available on weekends, and early AM preferred

- **Key Responsibilities:**
 - Coach all scheduled CrossFit group classes following our standard and format
 - Nurture relationships with group class members
 - Meeting and exceeding Key Performance Indicators (KPIs)
 - Attend and actively participate in weekly coach's meetings and coach's development sessions
 - Never-ending pursuit of coaching excellence via continued education, coach's development sessions, and 1-on-1 coach's evaluations

- **Additional Expectations:**
 - Completes NECF on-boarding process
 - NECF is a top priority
 - Adhere to NECF core values inside and outside of the gym (including social media)
 - Push affiliate towards excellence each day
 - Be an open source of communication. No gossip



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- Flexible schedule
 - Fulfill all opening and/or closing duties
 - Be on the floor and engaged with members at least 15 minutes before and after every class.
 - Follow our lesson plan, but be prepared to go off-script
 - Greet and take care of walk-ins and drop-ins whenever present at NECF
 - Actively participate in all NECF hosted coach's development sessions and 1-on-1 coach's development sessions
 - Help stage, clean, and organize the gym before and after all classes
 - Help set up, clean up, and run events, in-house competitions, and parties
 - Continued education and never-ending pursuit of coaching excellence
- **Compensation and Benefits:**
 - Competitive and above the industry standard pay
 - Health coverage and retirement account (full-time)
 - All retail and supplements at our wholesale cost
 - Full access to facility
 - Higher education reimbursement (full-time)
 - Continued career mentorship

NorthEast CrossFit Core Values

1. Integrity

We believe in always doing the right thing over anything.

2. Culture

We believe in building a community for people in pursuit of being their highest self and supporting one another.

3. Loyalty

We believe in commitment and trust in each other

4. Growth

We believe in constantly improving oneself

5. Compassion

We believe in showing empathy and genuine kindness for all



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About NECF and what we are looking for...

NECF opened its doors in March of 2012 as a small hole in the wall. Our goal was to be the largest CrossFit affiliate in our area and make working out the best part of everyone's day. After achieving this goal, we have our sights set on something more impactful. We take on a more individualized approach to health and fitness to help people live longer, happier, and healthier lives.

We are driven by the success of our clients. The stories of getting off of blood pressure medication, fears, and of course, PRs, is one of the most rewarding feelings for us. The journey has not been all roses and butterflies. We've been battle tested through closures, departures, and we still remain stronger than ever. We believe that everything that has led us here is a learning and growing opportunity for us and we want team members who want to grow with us.

We've established a solid foundation of career-only coaches and we are looking for someone who also wants a dream career out of helping individuals live higher quality lives. We've been one of the rare places to successfully do this and want to continue growing with someone who aligns with our vision and values.

TO APPLY FOR THIS POSITION: <https://forms.gle/FAEBFpQc8fPMcQsx5>