



Vacancy: Fitness Coach

Location: Fire Strength and Fitness

Position: Fitness Coach

Reports to: Head Coach

Purpose of the Role:

As a Fitness Coach at Fire Strength and Fitness you will be responsible for the delivery of dynamic and engaging coaching sessions, including private, semi-private, classes and small group training, focused on enhancing the competence and confidence of all members. Additionally, the coach will have the opportunity to provide remote coaching, offering flexibility and support to members outside of in-person sessions. The role also involves contributing to the ongoing development of our coaching curriculum, ensuring that it remains innovative, effective, and aligned with the goals of both the gym and its members.

Key Responsibilities:

1. **Delivering Coached Training Sessions:** Provide one-on-one coaching tailored to the individual needs and goals of each client, ensuring personalised attention and guidance.
2. **Leading Semi-Private and Small Group Sessions:** Facilitate training for small groups or pairs, fostering a supportive, motivating, and engaging environment while ensuring that each participant receives effective coaching and attention.
3. **Providing Remote Coaching:** Offer remote training and support to clients through our Fire Fitness app, creating customised workout plans, tracking progress, and maintaining communication to ensure success.
4. **Coaching Design and Progression:** Collaborate with the team to enhance and evolve the gym's coaching curriculum, ensuring it remains fresh, effective, and aligned with the gym's mission and member goals.
5. **Monitoring and Adjusting Techniques:** Continuously assess clients' form, performance, and progress, adjusting training methods as needed to optimize results and prevent injury.
6. **Client Support and Motivation:** Build strong, positive relationships with clients, providing encouragement, motivation, and guidance both in-person and remotely.
7. **Maintaining a Safe and Positive Training Environment:** Uphold the gym's high standards for safety, cleanliness, and professionalism, creating an environment that fosters growth, trust, and results.
8. **Promoting and Enhancing the Business:** Actively promote gym services, events, and offerings, contributing to member retention and the acquisition of new clients. Help enhance the gym's reputation through positive interactions, word-of-mouth referrals, and participation in community outreach.



### Person Specification:

The following are Qualifications, experience, skills and attributes we are looking for in candidates. Ensure to evidence how you possess these or are willing to develop them, in your application.

• Level 3 Certificate in Personal Training or equivalent.	Essential
• Evidence of continued professional development beyond level 3 certificate	Desirable
• Basic First Aid and CPR certification (or willingness to obtain upon hiring).	Essential
• Experience in personal training, fitness coaching, or a similar role.	Desirable
• Excellent interpersonal and communication skills with the ability to build rapport.	Essential
• Ability to work independently and as part of a team.	Essential
• Proactive approach to maintaining cleanliness and order in the facility.	Essential
• Strong organisational skills with attention to detail.	Essential
• Friendly, approachable, and enthusiastic with a passion for fitness.	Essential
• Professional and reliable with a strong work ethic.	Essential
• Flexible and willing to work weekends, evenings and/or early mornings	Essential
• Committed to delivering excellent customer service and supporting members in their fitness journey.	Essential
• Keen to learn and be proactive in the future development of Fire Strength and Fitness	Essential
• Comprehensive understanding of exercise science, anatomy, and nutrition principles.	Essential
• Familiarity with fitness equipment and safe exercise practices.	Essential
• Excellent punctuality, attendance and a desire to uphold high standards.	Essential
• Positive, engaging with excellent communication skills	Essential
• Able to take on and implement feedback in a positive and proactive way.	Essential

### Working Hours:

Part Time – minimum of 10 hours per week coaching availability. Possibility of extra hours to work as a gym assistant, alongside coaching role available for suitable and enthusiastic candidates.

### Pay and Benefits:

Competitive Pay: Fitness coaches will be paid a competitive rate. The rate will vary dependent on the type of sessions offered (1:1, 2:1, 4:1, classes or remote), and the experience, skills and attributes of the candidate. There will be opportunity for pay review as you grow in your role.



Performance Bonuses: Enjoy the potential to earn additional rewards based on your achievements and contributions to the development of coaching within Fire Strength and Fitness and recruitment of coaching clients.

Inclusive Gym Membership: Stay fit and healthy with a full gym membership for yourself, complete free of charge.

Career Growth Opportunities: Benefit from continuous professional development and exciting opportunities to advance your career within the company.

Supportive Team Environment: Join a welcoming and collaborative team that encourages personal and professional success.

#### How to Apply:

If you're ready to join the Fire and help our members to achieve their goals, we'd love to hear from you. Please send your CV and a 200-word statement expressing why you think you'd be suited to the role to [contact@firestrengthandfitness.co.uk](mailto:contact@firestrengthandfitness.co.uk) by September 30<sup>th</sup>, 2025. If you want to be considered as a candidate, in your application please also tell us what superpower you would wish to have and why (this does not need to count within the 200-word limit). Applications will be considered as soon as they are submitted, and therefore this deadline may be earlier if the position becomes filled.

We look forward to hearing from you.

Joe and Natalie

**FIRE STRENGTH AND FITNESS**