

Trainer Job Description

About Us

At Breathe Education, we help our students transform themselves into confident, fearless and scientifically literate Pilates teachers. We guide them along their path to success and hold them to high standards along the way.

We don't just say that, we mean it and we do it every day; we work damn hard at it, and you will too if you join us. There will be long days and incredible challenges, but the reward will be contributing to something that is larger than yourself. We want you to bring the hustle, grit, and passion to everything you do here. You will be expected to take high ownership and improve yourself constantly. You will be held accountable to our 7 Core Values and will be expected to hold your teammates accountable as well. Our values are what unify us and allow us to make the impact that we do. They are crucial on our mission to becoming the undisputed world champion of online science-based movement education.

The training department is at the heart of our mission and delivers transformational education that develops students into skilled, confident, and scientifically literate Pilates instructors who empower their clients to move fearlessly. Our curriculum is a mix of old and new, matwork and reformer, history and science.

Our students learn Joseph Pilates' original Contrology sequence faithfully to Joseph's original instructions. Joseph's book *Return to Life Through Contrology* is the core text for the course and every one of our trainers and students has a well-thumbed copy.

We also foster our students' creativity; they learn how to borrow, modify, layer, or just plain make up their own exercises to create seamlessly flowing matwork and reformer classes.

Our students learn the following core skills for teaching group matwork and reformer:

1. Repertoire
2. Cueing
3. Programming
4. Modifications
5. Prenatal and beginners
6. Injuries and pain
7. Finding their authentic voice as a teacher

Students also learn anatomy, biomechanics and critical thinking to help them avoid the many myths and dogmas prevalent in the fitness and health industry, and the Pilates world in particular.

Every aspect of the teaching method our students learn is firmly based on the latest high-level science, and we monitor emerging systematic reviews and national guidelines to update our content, our course structure and our teaching strategies whenever a better way comes to light. So, our course is constantly evolving, and will be forever.

Our devotion to teaching current science-based skills means what we teach is radically different to what is taught by other Pilates educators. For example, we don't teach posture, core activation, or programming based on muscle imbalances, because these things are no longer supported by science.

Instead we teach whole-body strengthening, fearless movement, and encouraging external focus of attention (i.e. focus on a point outside the body).

Skills and knowledge are important, but the most crucial outcome for our students is a personal transformation. This transformation comes on many levels; physical strength, confidence, critical thinking ability, understanding of the body, self-concept, lifestyle, personal health... Our goal is to help students to see the world with new eyes, to

imagine new possibilities and to overcome their fears, anxieties and self-limiting beliefs to become what they want to become.

To achieve this, we systematically read between the lines in students' learning based on the questions they ask, their written work, and our observation of their practical skills. We identify any biases or misconceptions that might inhibit a transformational learning experience.

We meet our students where they're at with care, empathy and patience and we use evidence-based teaching techniques to help them build curiosity, cognitive flexibility and resilience; to let go of incorrect beliefs, to find their unique voice and use it to help their clients transform.

Our values

These are our seven core values. We hold them dear and place a high emphasis on embodying each of them on a daily basis. Living these values forms an equal part of employee performance appraisal along with role-related KPIs.

- We prioritise self-care

We exercise or move daily, we take time for ourselves, we manage our time and energy so that we bring our best self to each interaction and each task.

- We face challenge with optimism

We take ownership of our emotions. We don't complain, instead we generate solutions and act to implement them. When we are faced with a setback or obstacle we proactively and cheerfully look for opportunities to adjust, persevere, innovate a solution or take advantage.

- We use science and data

When we make decisions or discuss options, we come with data to back up our opinions, and we change our minds when presented with compelling new information. We act quickly and decisively to address student feedback BUT first we carefully differentiate between a small number of very vocal people and an actual trend in student behaviour.

- We foster people to reach high standards

We expect hard work, optimism and respectful behaviour from our colleagues, our students and ourselves. We don't buy into people's stories about why they can't succeed; instead we coach our students and our colleagues to do the things they need to do in order to become what they want to become.

- We innovate and improve constantly

We change our minds and behaviours quickly when presented with compelling new data. We work constantly to improve our own skills and intelligence through reading, self-education, mentoring and formal training. We constantly review our processes and ask the question "what would this look like if it was easy?"

- We are radically candid

We give each other and our students completely frank, unvarnished, and timely feedback on behaviours and the effects of those behaviours. We give feedback with love and respect. We focus our feedback on the behaviour not the person. We do not complain about people when they are not present, or roll our eyes, instead we simply address the problem behaviour directly, respectfully and candidly.

- We strive for simplicity

We employ 80/20 thinking in all things by focussing on our Big Three and the Mission. We prioritise tasks that will either move these forward the most, or that will make many other tasks redundant. We strive to design processes, policies and technology whose purpose and use are self-evident to the user, so they don't need instructions. We remove unnecessary information, steps, clicks and visual clutter from everything we do

About You

- You can spot transformation a mile away, and you LOVE to facilitate transformation for students
- Critical thinking is a sacred value for you, and you easily update your beliefs when presented with compelling and credible evidence
- When you read our values listed above you thought "that's me"
- You believe that everyone deserves a steep learning curve, and you get a massive kick when someone has an "aha" moment
- You are ready to believe that the effectiveness of teaching can be measured, and that teaching itself is a skill that can be taught, and learned
- You are comfortable respectfully and firmly challenging incorrect beliefs and faulty thinking
- You are happy working from home. You'll be giving reformer classes from your lounge-room (or wherever)
- You are at-ease in front of a camera
- You are fully willing, even eager to become conversant with technologies like Zoom, pro video and audio equipment, PowerPoint and virtual sketchbook software on a Mac. These will be your daily tools.

Previous Experience & Qualifications

- At least 3000-hours experience teaching group Pilates as your main source of income, within the last 5 years
 - Current Certificate IV in Training and Assessment, or willingness to get one straight away – this is a legal requirement
 - Degree in anatomy, exercise science, or health science will be highly regarded
 - Coaching skills to support student learning will be highly regarded
 - Completion of our Certificate IV in Pilates within the last 2 years or be 100% up to date with the current content of our Certificate IV in Pilates (naturally you'll have free access to the course once you're employed).
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About the role

- Permanent part-time role
- Your regular schedule will include work outside of normal hours, including some combination of early mornings, evenings and/or weekends
- You will report to the Training Manager
- You will deliver online tutorials, online lectures, and online masterclasses in group matwork & reformer, all from your home
- You will need a designated space in your home suitable to run sessions; free of distractions & outside noise
- If you don't have one already, you will receive a Reformer
- Your key mission will be to
 - Clearly share learning outcomes with students
 - Identify gaps in student understanding, skill and confidence
 - Adjust your lesson plan, teaching style and group activities to enable students to bridge the gap between their current understanding, skills and confidence, and the learning outcomes
- You will spend time each week giving students feedback on written assignments & practical assessments
- You are the face of the company. You must deeply embody both our values and the skills and knowledge we teach our students
- You will represent Breathe Education's values, and our science-based approach on social media platforms and in everything you do, say, post, like or comment on

Big Three Responsibilities (aka KPIs)

You will have many and varied tasks and projects, but these three things will form your primary focus and guide you in prioritising your time.

If you get these three things right, you win.

1. At least 90% of students rate their own skills and confidence as high or very high
2. At least 95% of students' skills & knowledge are on track as rated by the Assessment Rubric & confirmed by the Training Manager
3. You embody and model Breathe Education values, exercise technique, fearless movement and scientific literacy both inside and outside the company

A typical week includes:

- Teach 6+ sessions (some combination of lectures/tutorials/masterclasses)
- 1:1 session with your leader (Training Manager)
- Training team meeting with peers & Training Manager
- Interact daily with team members and students on Slack

- Give students structured feedback on practical and written assessments
 - Read student questions, assessments and survey responses, and plan your teaching strategy to address gaps in student understanding or confidence
 - Teach several 90-minute interactive live tutorial sessions, each with 12 students
 - Teach some 60-minute matwork or reformer masterclasses (50 minutes movement and 10 minutes Q&A at the end)
 - Record yourself demonstrating some aspect of Pilates teaching (e.g. how to layer the teaser), the recording will be used in our eLearning and elsewhere e.g. social media
 - Teach a few 90-minute live lectures using PowerPoint, virtual sketchbook, a mat and a Reformer
 - Prepare for tutorials, lectures, and masterclasses (e.g. revising content and lesson plans, practicing exercises or programming a Masterclass)
 - Self-study and practice to maintain your own knowledge and skills so you are across current best practice in pedagogy and exercise science, and you accurately and intimately know the original Pilates repertoire
 - Practice lecture presentation to ensure you are fluent in your use of the technology
 - Coach a student 1:1 on a Zoom call
 - Call the Training manager to share some unusual questions you've noticed in your tutorials
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Terms of employment:

Start date:

- TBA
- 3-month probation

Employment & salary:

- Permanent part-time role (includes 4 weeks annual leave)
- Salary AUD \$80,000 /USD \$62,500 per annum pro rata + 9.5% superannuation. This will be paid in your local currency e.g., if you live in the US you'll be paid in USD.
- Reporting to Training Manager
- Work from home

Inclusions:

- A/V set up (camera, microphone, lights etc.)
 - Laptop
 - Reformer if you don't already have one at home
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How to apply:

Film yourself answering the follow three questions, total video time 5 mins:

1. A time you have had to change the way you thought about something
2. A time you have had a transformative learning experience
3. A time you have had to deliver difficult feedback

Email your 5-minute video along with a Cover Letter & most recent Resume to:

Cloe.b@breathe.edu.au cc Nicole.m@breathe.edu.au & raphael.b@breathe.edu.au