



# Strength & Conditioning Trainer

## Performance Institute – Burnaby, BC

At [Performance Institute](#), we help people move, perform, and feel better — whether they're professional athletes, busy adults, active rehab clients, or youth athletes developing confidence through training.

We are a progressive strength & conditioning and active rehabilitation facility serving a diverse clientele through personal training, semi-private coaching, group training, sport-specific development, and injury rehabilitation.

Over the years, our team has worked with organizations and clients including the Vancouver Whitecaps, national-level wheelchair athletes, elite Canadian figure skaters, and actors including Hugh Jackman, Amanda Peet, David Duchovny, and Zac Efron.

We're looking for an experienced, energetic, and team-oriented coach who is passionate about helping clients improve performance, health, strength, and confidence.

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## About the Role

This position is ideal for a trainer who enjoys variety and wants to work with a wide range of clientele — from active rehab and general fitness clients to athletes and high performers.

The successful candidate will:

- Coach personal, semi-private, and group training sessions
- Develop and refine exercise programs based on client goals, working off of established Performance Institute protocols and existing programming
- Teach movement quality, strength training, and injury-reduction strategies
- Accurately document clients sessions utilizing training software, including: TrueCoach, JaneApp (ICBC), and MindBody



- Collaborate with healthcare professionals when appropriate
- Help create a positive, motivating, and professional training environment
- Continue developing as a coach within a collaborative team setting

This is a hands-on coaching role for someone who values relationships, professionalism, and long-term client success.

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## **Key Responsibilities**

### **Coaching & Program Design**

- Coach clients through safe, effective, and engaging training sessions
- Modify and progress exercises based on client needs, goals, and abilities
- Work with a variety of training methods including:
  - Strength training
  - Olympic lifting variations
  - Mobility, self release and activation work
  - Plyometrics and power development
  - Agility and conditioning
  - Active rehabilitation programming
- Lead semi-private and small group sessions with individualized attention
- Conduct assessments and reassessments
- Educate clients on training, recovery, movement efficiency, and general wellness
- Provide basic nutrition guidance or refer clients to our Nutrition Coach when appropriate

### **Active Rehabilitation (Asset)**

- Assess clients, design exercise-based rehabilitation programs
- Communicate professionally with physiotherapists, physicians, occupational therapists, and other healthcare providers
- Assist with progress updates and rehabilitation reporting



## Team & Facility Contribution

- Deliver an exceptional client experience
  - Maintain cleanliness and organization throughout the facility
  - Assist with administrative and operational tasks as needed
  - Participate in team meetings, events, and community initiatives
  - Contribute positively to our supportive team culture
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## Schedule & Hours

### Current Available Hours

- Monday & Wednesday: 3:30-8:30 PM (potential expansion to take ICBC clients before this shift)
- Saturday: 8:30 PM – 1:30 PM (potential expansion to take ICBC clients before/after this shift)

### Position Details

- Starting at approximately 15–20 hours/week \$25-32/hr
  - Opportunity for growth for the right candidate both with additional training hours and or assisting with our admin team
  - Flexibility to assist with vacation and illness coverage is appreciated
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## Qualifications

### Required

- Bachelor's Degree (completed or in progress) in:
  - Kinesiology
  - Human Kinetics



- Sport Science
- or related field
- Current CPR/First Aid certification
- Liability insurance
- Experience coaching a variety of clientele

### **Assets**

- BCAK membership
  - CSCS certification
  - Experience in active rehabilitation
  - Olympic lifting experience
  - Team or athlete development experience
  - Marketing/social media experience
  - Personal athletic background
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## **What We're Looking For**

### **The ideal candidate is:**

- Personable and professional
  - Organized and proactive
  - A strong communicator
  - Comfortable coaching diverse populations
  - Passionate about continued learning
  - Able to thrive in a collaborative team environment
  - Motivated to build long-term relationships with clients
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## Perks & Benefits

- Complimentary gym access and group training
  - Supplements available at cost
  - Friends & family discounts
  - Mentorship and continuing education support
  - Performance reviews at 6 months and annually
  - Extended health benefits available after 12 months (20+ coaching hours/week)
  - PI covers BCAK recertification costs while employed
  - Bonused \$7/hour for hours when training groups of 5 or more clients, or when performing assessments
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## Apply

If you're passionate about coaching, movement, rehabilitation, and helping people succeed, we'd love to hear from you.

Please send your resume to [heather@pittraining.ca](mailto:heather@pittraining.ca) and a short introduction explaining:

- Your coaching background
- The types of clients you enjoy working with
- Why you'd be a great fit for the Performance Institute team