

L M T L S S

HEAD COACH — POSITION OUTLINE

Confidential | April 2026

01 — WHO WE'RE LOOKING FOR

Character (Non-Negotiable)

- Coachable — approaches every day as a student, not an expert
- Desire to learn, grow, and be challenged — discomfort is fuel, not a threat
- Loves people and wants to see them win — this is a personality trait, not a professional value
- Communicates with clarity — direct, honest, and kind in the same breath
- Shows up early — punctuality is identity, not effort
- Takes full accountability — no excuses, no blame
- High energy — the room changes when they walk in
- Encouraging and motivating — knows how to push without breaking
- Direct — tells the truth even when it is uncomfortable
- Shows alignment across words, actions, state, and personal life
- Desire to earn — hungry, not entitled

Physical Standards

- Operates in the top 1% physically — a living demonstration of the method
- Practices the disciplines we teach daily: nutrition, training, personal growth

Content & Presence

- Comfortable on camera — can coach a client and be filmed simultaneously
 - Willing to create content for the brand that aligns with our values and our clients' needs
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PART I — FIRST 60 DAYS

02 — MONTH 1 ONBOARDING PLAN

Week 1 — Trial Week

- Wednesday–Friday: 7:00 AM – 10:45 AM (5 slots × 45 min, subject to change based on client availability)
- Saturday: 7:00 AM – 9:30 AM (3 sessions × 45 min)
- Pay rate during trial: \$45/session

Week 2 — Immersion & Shadowing

- Shadow all sessions — be present, ask good questions, absorb the environment
- Begin role-playing client scenarios
- Debrief after each session: What did you notice? What would you have done differently?

Week 2 Training Checklist

1. Go through the client-facing LMTLSS funnel as if you are the client
2. Read the offer letter and phase roadmaps (Sculpting, Reprogram, Ascension)
3. Complete the LMTLSS Onboarding Series
4. Watch: LMTLSS Methodology Video (video in production)
5. Watch: Building Effective Coaches Video Series (video in production)
6. Get familiar with Trainerize — client management, check-ins, and programming tools (for future use)
7. Attend or review a recorded client onboarding call

Weeks 3–8 — Supervised Independence

- Begin taking 2–3 group sessions daily, Monday–Saturday (with potential flexibility on Saturdays)
 - Weekly 1:1 begins — structured check-in with Jacob: wins, challenges, client updates
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03 — COMPENSATION: FIRST 60 DAYS

Phase	Structure	Estimated Pay
Trial Week	\$45/session — Wednesday through Saturday	\$675
Days 1–60	\$45/session, approx. 12–15 sessions/week	~\$2,500–\$3,000/month
Sales Commission	10% of any client closed or referred during this period (PIF or monthly recurring)	Per sale

Client Transition

For any existing coaching clients brought into the LMTLSS ecosystem, we will work together on a smooth transition plan — including onboarding support, method introduction, and a clear communication process so clients feel the upgrade, not the disruption.

04 — KNOWN COVERAGE DATES

- Trial Coverage: Wednesday–Saturday, Week of April 2026
- May 13–16, 2026
- July 11–18, 2026

PART II — FULL-TIME POSITION

05 — ROLE OVERVIEW

Area	Responsibilities
In-Person Coaching	Fulfill group sessions (small group personal training) Monday–Saturday in the Old Town Scottsdale studio. Coach proper form, manage energy in the room, and push clients to improve week over week.
Client Relationships	Interact with high-level executives and entrepreneurs. Build genuine rapport. Maintain the standard — consistent accountability, week over week improvement.
Online & Hybrid Clients	Take on online coaching clients as assigned. Perform weekly check-ins and send mid-week touchpoints via the LMTLSS app.

Area	Responsibilities
Content Creation	2 studio reels per week in collaboration with @lmtlssjacob. Participate in longer-form content as needed: podcast episodes, client interviews, ads, and VSLs.
Studio Operations	Open gym on time. Lock up when complete. Keep the studio tidy. (Cleaners arrive biweekly — Wednesday evenings.)
Team Leadership	As LMTLSS scales, the Head Coach will participate in hiring and training new coaches in the LMTLSS Method.

Weekly Rhythm

- Monday–Saturday: Group sessions fulfilled in the studio
- ~1 hour/day of online tasks: messaging, client reports, check-ins
- Weekly 1:1 with Jacob — wins, challenges, client updates, content debrief
- Mid-week check-ins sent to all assigned online and app clients

06 — COMPENSATION: FULL-TIME

Income Stream	Structure	Estimated Monthly
Base Salary	Full-time employee — determined at 60-day review	TBD
Commission — Monthly Clients	10% of recurring monthly revenue for any client closed or managed (e.g., \$850/mo = \$85/mo ongoing)	Scales with book
Commission — PIF Sales	10% of lump-sum payment at time of close (e.g., \$8,000 PIF = \$800 one-time)	Per sale
EOY Bonus	LMTLSS 2026 revenue goal: \$1,000,000. If hit, Head Coach receives a \$10,000 year-end bonus.	\$10,000 if goal met

The ceiling in this role is not defined by a salary band. It is defined by the size of the business we build together. Growth here is shared.