



## APEX Performance Lead Trainer

### Position Description:

APEX Performance is seeking a full time trainer for its advanced training program for military and government personnel. This is a ground floor opportunity for the right person. **Applicants must have exceptional interpersonal, presentation, teaching and coaching skills.** Potential growth into a Program Director position is available.

### Duties:

- Provides individual & group training/coaching in peak performance mental skills for
  1. Military and government professionals of all ranks
  2. Individual athletes and sports teams
- Learns the general strategies, operations, and culture of APEX clients. Applies this knowledge to the work with clients to make the training an integrated, professional development experience for participants
- With time and experience, the trainer must have the ability to expand his/her role to:
  1. Assume the role of Program Director for all military and government clients.
  2. Train new trainers who will provide performance training and coaching
  3. Lead and manage other trainers
  4. Assist in the development of new content for specific applications using the APEX peak performance mental skills and accompanying protocols
- Other responsibilities:
  1. Assists in the creation and implementation of marketing/communication strategies to drive awareness and effective utilization of the peak performance program to existing and new clients
  2. Establishes and reports to APEX management on the effectiveness and progress of training; designs data gathering methods to achieve metrics for evaluating program effectiveness; gathers participant evaluation/feedback
  3. Researches trends and best practices in performance psychology and applies learning to enhance the services of APEX
  4. Makes recommendations for improvements to processes, facilities, scheduling and other logistical elements of all aspects of APEX
  5. Performs routine operational duties—maintains records/files; establishes and uses appropriate security measures to ensure confidentiality of client data and to safeguard equipment/technology
  6. Effectively manages expenditures
- Team player willing to assist in all areas of an entrepreneurial venture

## **Education**

Ph.D. or Masters Degree in one of the following is preferred: sport or performance psychology, applied clinical behavioral psychology, cognitive psychology, social psychology, leadership, management. In recent times, interdisciplinary approaches and degrees in the above have been available and are acceptable. AASP Certification highly desirable. Willingness to become AASP certified.

## **Knowledge Base and Expertise**

- Military or government experience required
- Principles and concepts of peak performance
- Sport or performance psychology: concepts and intervention techniques and tools
- Design and implementation of instruction and training
- Human performance assessment, measurement and evaluation
- Organizational behavior
- Principles and concepts of leadership
- Principles of effective performance coaching

## **Experience**

- Military or government experience as an organizational leader is required
- Significant experience in working with adult clients in the area of peak performance skills development or performance enhancement education and training
- Significant teaching experience in and out of the classroom
- Performance and /or executive coaching
- Work with intact teams in team development – sport, military, or business
- Organizational leadership experiences
- Utilization of technology in the areas of biofeedback and applied psychophysiology
- Familiarity with audio/visual technology
- Work with clients in military organizations and government agencies

## **Personal Characteristics**

- Highly effective interpersonal skills
- High integrity and honesty
- Strong work ethic
- Exhibits passion around the whole area of peak performance
- Highly creative and innovative – especially in integrating diverse areas of knowledge and experience
- Demonstrates with own behavior the characteristics of peak performers
- Can work well within an environment of change and uncertainty
- Works well with minimum supervision