

Specialist Rehabilitation Coach

Strength Physiotherapy — Join the Team Transforming the Way Strength Athletes Recover From Injury

Strength Physiotherapy is redefining what rehab looks like for lifters. We're a remote team supporting strength athletes through world-class, evidence-based coaching that gets them back to training pain-free and stronger than ever. If you're passionate about helping people rebuild physically and mentally — and want to work with highly motivated athletes — this is your opportunity to make a real impact.

This Role Is Not for Everyone

We are deliberately looking for a small number of exceptional people. If you want a comfortable, predictable job where you follow a script and coast through basic hours, this is not it.

Do not apply if:

- You want an easy job where you won't be pushed out of your comfort zone
- You prefer clinical gut feel over objective data and measurable outcomes
- Your programming approach involves copying templates rather than genuinely individualising to the person and their situation
- You need to be told what to do step by step — you wait to be managed rather than taking ownership
- Your default response to an unexpected client situation is to escalate rather than solve it yourself
- You struggle to hold clients accountable when they go off programme, ghost, or avoid difficult conversations
- You get defensive when given direct, blunt feedback and can't act on it immediately
- You're not genuinely embedded in strength sports culture yourself
- You're not willing to learn and use AI tools as a core part of your daily work
- Attention to detail is not one of your strongest attributes

If none of that applies to you — read on.

About Us

Strength Physiotherapy is a specialist rehabilitation team dedicated to helping people who love strength training recover from injuries and improve their performance. We provide personalised support and guidance allowing athletes to rehabilitate from the comfort of their own gym. We deliver an evidence-based, world-class rehabilitation service akin to that which professional athletes receive — empowering lifters to regain strength, mobility and confidence and return to training stronger than they've ever been.

Our exclusively online coaching service provides individualised support to ensure a safe and effective rehabilitation process. Programmes are suitable for people of all experience levels. We work with Olympic weightlifters, powerlifters, bodybuilders, strongman/woman competitors, and recreational enthusiasts. Our clients are highly motivated, bought into the process, and want results.

If you are interested please send your CV to our Founder Alex Dear (alex@strengthphysiotherapy.com). The next step in the process if you are successful will be a case study exercise followed by an interview.

<https://strengthphysiotherapy.com>

Job title	Specialist Rehabilitation Coach
Qualifications Required	Physiotherapy / Strength & Conditioning or equivalent
Department	Strength Physiotherapy
Location	Remote (Must be based within the UK and work from a location consistent with your professional insurance requirements)
Start date	ASAP
Salary	Freelance — based on a per-client model. Equivalent to £45,000–£50,000 FTE pro-rata at full capacity.
Hours	Freelance — part time, targeting approximately 15 hours per week within 3 months with potential to grow to full-time. You must commit to a clear, repeatable weekly schedule with specific days and times for client messaging, programming blocks, and assessment onboarding calls. Flexibility exists within this structure, but consistency is non-negotiable.

Main Purpose of the Role

To carry out our mission of changing people's lives — helping lifters get stronger physically and mentally than they've ever been. To provide expert care to your own caseload of lifters within our Strength Physiotherapy system. To be a team player who brings ideas to the table about how the service can be improved. To develop your expertise as a rehabilitation specialist through a commitment to continued professional development.

Position Overview

We are seeking an ambitious, detail-obsessed individual capable of self-managing their workload and schedule. This role demands a higher level of programming intelligence than traditional in-person physiotherapy — you are not reacting to what is in front of you. You are preempting what is coming, anticipating client responses, and building programmes that account for what will happen, not just what has happened. That requires exceptional attention to detail, critical thinking, and genuine individualisation of every programme.

Key Responsibilities

Assessment Onboarding

- Conduct 15-minute onboarding calls with new clients following their assessment booking
- Set up and guide clients through their testing protocols on TrainHeroic
- Explain the assessment process clearly and ensure clients understand what to expect ahead of their results call
- Ensure all required data is submitted correctly before the results call takes place
- Maintain daily availability to onboard new assessment clients as bookings come in

Client Communication

- Respond to client messages within 12 hours on weekdays — this means a minimum of twice daily
- Demonstrate genuine empathy for clients' physical and mental health concerns
- Hold clients accountable when they deviate from their programme, go quiet, or disengage — compassion and accountability are not opposites
- Utilise platforms including WhatsApp, TrainHeroic, Zoom, Claude AI, and voice/video notes

Athlete Management

- Oversee a personal caseload of athletes with twice-daily check-ins and regular programme updates
- Provide structured feedback twice weekly
- Maintain a consistent, repeatable schedule — your athletes and the business depend on it
- Track and document progress through clinical notes and performance data on TrainHeroic

Programming

- Deliver fully individualised programmes — not templates, not copy-paste
- Preempt client progressions, setbacks, and likely deviations before they happen
- Adjust programmes based on objective performance data, not subjective feel
- Build long-term development roadmaps with clear milestones for every athlete

Team Collaboration

- Contribute ideas to improve service quality and delivery efficiency
 - Participate in projects aligned with business advancement
 - Engage with AI tools including Claude as part of standard delivery workflow
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Requirements

Qualifications

- UKSCA accredited, or actively on the pathway to becoming accredited
- Relevant bachelor's degree (physiotherapy, sports therapy, sports & exercise science, strength & conditioning or equivalent)
- Valid professional insurance covering remote coaching delivery, maintained throughout the role
- Must work from a location consistent with your insurance requirements

Professional Expertise

- Exceptional attention to detail in programming — this is the single most important attribute for this role
- Strong adaptation-led programming skills using objective measures to demonstrate results
- Ability to identify cases requiring referral to other medical professionals or internal escalation
- Comprehensive knowledge of strength and conditioning principles for strength athletes

- Proficiency in Olympic weightlifting and powerlifting coaching is desirable but not essential
- Familiarity with speed/power development and energy systems is advantageous
- Understanding of nutrition support for strength athletes is beneficial but not mandatory
- Basic knowledge of behaviour change and motivational interviewing is beneficial but not mandatory

Technology

- Proficient or willing to become proficient with: TrainHeroic, WhatsApp, Zoom, Claude AI
- Comfortable adopting new tools as the business evolves — AI is a core part of how we work

Personal Attributes

- Exceptional attention to detail — you notice what others miss
 - Independent decision-making — you solve problems before escalating them
 - Direct and accountable communicator — with clients and with the team
 - High personal standards — you are never satisfied with "good enough"
 - Coachable — you receive blunt feedback, act on it immediately, and don't take it personally
 - Genuine passion for strength sports — you understand this culture from the inside
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Key Results & Objectives

- Build a consistent caseload of at least 30 lifters over the next 3–4 months
 - Improvements across all athlete KPIs: ROM, endurance, strength and plyometric benchmarks
 - Strong service delivery metrics: client satisfaction, engagement, testimonials and retention
 - Strong return-to-sport metrics: time to key milestones and long-term client retention rate
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Professional Standards & Values

- **Embracing Change:** Continuously growing through new challenges and experiences
- **Exceptional Quality:** High standards are the baseline, not the ceiling
- **Proactive Problem Solving:** Takes initiative, contributes innovative ideas, and tackles challenges of increasing scale

- **Being Honest:** Willing to share your opinion and constructively disagree to build stronger relationships and get the best outcome
 - **Systemised Decision Making:** Bases decisions on data and objective analysis rather than emotion
 - **Extreme Ownership:** Takes full responsibility for tasks and ensures the success of the broader mission
 - **Champions the Greater Good:** Prioritises team success over individual needs and supports teammates, even in difficult circumstances
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Reporting to: Alex Dear, Founder — Strength Physiotherapy