

Job Description: Growth Systems Coach

Phired Up is seeking a full-time Growth Systems Coach. The Growth Systems Coach will work with the Vice President of Coaching and other members of the team to develop and systemize our coaching efforts, provide coaching services and client care, and assist the Education and Strategy team with program delivery. The Growth Systems Coach will be an industry leader and thoughtful collaborator, helping Phired Up to both maintain and build relationships with current and future clients. The Growth Systems Coach reports to the Vice President of Coaching for Phired Up.

Primary Responsibilities:

Relationship Sales

- *You are a recruiter.* An important component of your job (this is true for almost all of our staff) is to recruit clients into the Phired Up system using our unique brand of “relationship sales” so that we can help them. You are on a mission to create the future of fraternity and sorority by transforming the way people join, and the only way to achieve that mission is to bring chapters, campuses, councils, and inter/national organizations into the Phired Up system. You will build and manage a portfolio of ~100 accounts (this number could change). You will represent Phired Up at industry conferences, events, and social gatherings, and will attend company business meetings, team calls, and track relationship sales in our company CRM. You will participate fully in the Phired Up relationship sales process.

Coaching Systems

- *You are a coach.* You will develop and deliver results-producing coaching/consulting for fraternity/sorority partners based on Phired Up’s Dynamic Recruitment model. You will provide high-quality, professional coaching services to clients and partners which may include but are not limited to chapters, HQ staff, and alumni. You will hold multiple coaching community sessions per week and will supervise adjunct coaches. You will share success stories through the Phired Up blog and coaching Slack channels. During peak expansion seasons, you will participate in on-to-ground expansion efforts at several schools each semester. You will co-deliver summertime expansion training and coaching to client partners.
- *You are a creator.* You will assist in developing systems and resources that will help us create a scalable, repeatable coaching process that can seamlessly onboard new IFC, Panhellenic, and CBFO client partners. These systems and resources will include seamless communication strategies, monthly content to share with coaching communities, and tracking of client success metrics. You will participate in the systemization of the coaching process, including launching Basecamp projects, scheduling Zoom meetings, and monitoring ChapterBuilder usage.



Education/Strategy Delivery

- *You are an educator.* You will deliver 20+ unforgettable educational trainings and/or consultations, both remotely and in-person (ranging from small group workshops to large keynotes). You will provide strategic consulting and client care consistently to clients in your portfolio. You will deliver distance education and support. You will propose, create, and deliver on-brand, innovative, and exceptional educational programs at industry conferences and events. You will teach Phired Up's core messages and anything that helps transform the way people join fraternities and sororities and advances our company mission.

Qualifications:

A bachelor's degree with two or more years of professional or similar experience is required. A history of demonstrated expansion/extension success is strongly preferred. The ideal candidate will have impeccable written and verbal communication skills, exceptional organization skills, and show a demonstrated passion for fraternity/sorority growth. Attendance at evening and weekend meetings as well as travel with a valid driver's license is required. Membership in a fraternity/sorority is not required, however an understanding of fraternity/sorority growth practices from all umbrella organizations is strongly preferred.

Equal Employment Opportunity Policy:

Phired Up and TechniPhi provide equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Compensation and Benefits:

This is a salaried position. The salary range for this position is \$40,000 - \$45,000 annually, commensurate with experience. Phired Up and TechniPhi offer full health, dental, and vision benefits to employees with a \$100 monthly employee contribution. Additional benefits include a company-paid mobile phone plan, professional development opportunities, and a generous vacation/PTO policy. The successful candidate will have the opportunity to work remotely within the continental United States.



phiredup.com



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Application Instructions:

To apply, email your resume and cover letter to Branden Stewart, Chief Operating Officer, at Branden@TechniPhi.com.

The priority deadline is April 9, 2021 however applications will be accepted on a rolling basis until the position is filled. The ideal start date for this position is May 24, 2021.

Please contact Branden with any questions regarding the application process at Branden@PhiredUp.com.



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How We Work As A Team To Achieve Our Mission & Vision

Mission | Create The Future of Fraternity & Sorority

We are on a mission to **create a new future for fraternities and sororities** by transforming the way people join.

Vision | The 100% Plan

Phired Up Productions will become the growth system for 100% of the fraternity/sorority industry. **100% of PNMs** will flow through our system, and **100% of chapters** will utilize our system.

You will work for the benefit of the company, your teammates, the industry, and most importantly, our mission and vision. You will reflect our values and our core principles. You will model fraternity and sorority, brotherhood/sisterhood, and integrity. The following is a listing of commitments we make to each other at Phired Up of *how* we demonstrate teamwork.

Practice What We Teach. We are Socially Excellent. We are Dynamic Recruiters. We serve first. We add value. We solve problems. We are masters of relationships.

Social Excellence. A state of perpetual generosity, curiosity, positivity, and openness to limitless possibility. A desire to intentionally connect with others. The ability to engage in deep, meaningful conversation. Acting in a responsible and respectable manner, with high expectations of others. Being authentic, and living everyday with integrity as the best version of oneself. Being confident and vulnerable. Being fun and compassionate. Being open, kind and bold. The deepest level of societal participation and contribution.

Dynamic Recruitment. Dynamic Recruitment is Phired Up's core philosophy on the science of fraternity/sorority growth. Dynamic Recruiting groups believe that **authentic relationships** — real human connection — must be at the center of their system. Dynamic Recruiting groups believe in being **proactive**. These groups believe that they must be **intentional** in their conversations, relationship-building activities, data gathering, and recruitment tracking to ensure the RIGHT members join their chapter. They believe that **quantity drives quality**. They believe that joining a chapter for life is a **serious** matter. They believe in **personalized systems**. Dynamic Recruiting groups always make choices that reflect these 6 core beliefs.

Culture of Care. Our team culture will be loving, caring, fun, empathetic, and professional. We will be intentionally kind to each other, inclusive of all, respectful at all times, and uplifting to all those who come into contact with us. We give each other the benefit of the doubt. We promote balance and health -- we know there are intense seasons in the company, and we expect our team to work exceptionally hard for our cause, but we require our people to stay healthy and balanced throughout the year.

Build The Process. Teach The People. Our priorities are to 1) build the process, and 2) teach the people. To get everyone "On System." Our technology will serve 100% of the PNMs and 100% of the chapters in our industry. We teach everyone who impacts or is impacted by that process our core philosophy.



(per)Mission. You have per(mission). We are on a mission to create the future of fraternity/sorority by transforming the way people join. You have per(mission) to do work that helps us achieve that mission. You have (per)mission to be creative. You have (per)mission to try new things. You have (per)mission to challenge "authority." You have (per)mission to solve problems for clients. You have (per)mission to improve our message. You have (per)mission to learn from outside sources and inject that wisdom into our company. You have (per)mission to engage fully and thoughtfully with our industry. You have (per)mission to execute.

Inclusiveness. We will serve the growth of *all collegiate fraternities and sororities* with excellence.

Data. We collect and report the relevant data that informs and transforms the industry.

Systems. We are systems obsessed. Everything we do must be repeatable, scalable, intentional and not based on individual personalities. We are built to humbly impact the industry, not to be famous individuals.

Under Promise. Over Deliver. We are always prepared. A step ahead of our clients and the industry. Humble. Reliable. Polished. Ready to wow. Predictably exceptional.

Partnerships. We leverage meaningful and responsible partnerships with values-aligned industry partners to creatively accelerate our impact on the marketplace.

Business Strategy & Finance Ethics. No means, no mission. We operate proudly as a for-profit company and invest back into the company. Explosive growth is not the goal. Rather, we strive to do the most good for the most people in a way that drives change and measurably solves problems. We do this with conservative financial principles. In this way we stay disciplined to serving our staff and say no to good opportunities that aren't good for us right now. If clients won't pay for the concept, they aren't ready to invest in the product. We are not smarter than the market.

Results Required. If there is no work, there is no job. If people don't pay the company, the company can't pay you. Results are required.

Unite the Industry. Remain Neutral. We know all the key players, sit at the table when industry decisions are made, and understand the game. We are unifiers. Connectors. We give ideas away. We deflect credit. We are trusted by all as ambassadors of the movement.

Relevant and Generous Brand. We must be the most in-tune and helpful voices in the industry related to the pre-member experience. We must generously share our wisdom publicly in ways that our target audience actually receives and appreciates. Our buyer is rarely our audience. Knowing how to speak differently to each is a major key to our success.

Relationship Sales. We live our brand, retain business, and accelerate our impact when our team members are woven into the fabric of the industry; when we have personal relationships with 3+ people/leaders at every campus, HQ, organization that we might serve; when we attend and lead both the formal and informal gatherings of the industry; when we are the social chairs of the industry;



when we know and are in contact with every recruitment chair on the continent; when we stop selling and focus on listening ... solving problems for our friends.

Purpose Driven Team. We don't *have to do* this work, we *get to do* this work. It's a sincere privilege to serve others doing work we believe in. We rarely complain. Never publicly. We know it can be hard. Demanding. Thankless. The cause is worth it. We are grateful to serve. We work for the cause. All of us could earn more, doing less, working somewhere else. We each choose to do this work because of the mission of this team, love for our Phamily, and belief in fraternity/sorority.

Phun. If this work can't be phun, then we shouldn't be doing it. We each understand our responsibility to keep things light, not take ourselves too seriously, and make it fun for our clients! Note: Our Phun-ness keeps us creative, makes us attractive to our buyers, and makes us enjoyable to be around.

Create. We are constant creators. We are innovators. We are perpetually dissatisfied and seeking ever improving solutions to the problems that matter to our team, to our clients, and to the industry.

Humility. We serve. We are not the heroes. We are not seeking awards or accolades or to be the star of anything.

Transparency. There aren't any company secrets. Sure, we respect privacy and do business appropriately, but when it comes to our plans, our finances, or our intentions... if you work here, you are on the "inside."

Bold. We might be humble and responsible and thoughtful, and all that... but we are not afraid to be bold, courageous, and experimental. We know our mission matters, and we will gladly take (smart) risks to achieve it.

