



HEALTH COACH BILINGUAL (SPANISH/ENGLISH)

Location: Remote/ Full time

Date posted: August 18, 2026

COMPENSATION: \$22.00–\$24.25 per hour, 30–40 hours per week, with opportunities for additional hours.

JOB DESCRIPTION:

Open-Source Wellness is not your average place to work! We are a vibrant community that emphasizes fun, connection, honesty, learning, and support. This is a dream job for someone who is excited to develop their coaching, communication and leadership skills; someone who is passionate about increasing access to health and wellness in underserved populations, especially the Latinx community.

Please read the description below and our website (www.OpenSourceWellness.org) before applying. Please submit a resume and cover letter that details your interest in OSW specially and your match to the position requirements. Applications without a cover letter will not be considered. Thanks for your interest! We look forward to connecting with you.

Introduction

Open-Source Wellness (OSW) is a “behavioral pharmacy” where basic, trans-diagnostic health behaviors are taught and practiced. OSW is a delivery system for the health practices that underlie physical and psychological health and wellbeing. The core programming consists of movement for all fitness levels, basic mindfulness and stress reduction, nutritious snacks (plant-based), and facilitated social support and connection, and is largely facilitated by health coaches in a cohort-group model.

Our mission is to transform health outcomes and health equity by creating integrated clinical-community channels for individuals and families to find affordable and sustainable health behavior solutions.

REQUIRED QUALIFICATIONS

- Facilitating group coaching and comprehensive wellbeing sessions. They will engage with members of their group in discussion about their current health issues and wellness goals for the future. Coaches participate in physical movement, mindfulness, and a snack alongside participants (meal only for in-person sites). Coaches guide their small coaching

groups in facilitated conversations about health and well-being goals, challenges, and practices.

- Forming relationships with group participants to help them foster change in their lives. OSW coaches extend their support by making themselves available for communication and check ins throughout the week via phone and/or text.
- Contributing to the Referral Call Team. Coaches will call patients who have been referred from the clinics, orient them to the program, provide logistical support (such as paperwork or zoom training) to enroll them in our programs, complete 1:1 individual coaching sessions (up to 6 per patient) as necessary.
- Contribute to the organization broadly. Attend weekly staff meetings including monthly professional development and peer-led education on Justice, Equity, Diversity and Inclusion. Participate in mentorship, training, and contribute to projects such as curriculum development and systems design. Communicate consistently with integrity and commit to being the change we'd like to see in the world regarding wellness, justice and equity.
- Fluent in at least English and Spanish; and comfortable coaching in both English and Spanish
- Comfort with learning new platforms such as google suite, slack, and zoom
- Clear and timely communication skills

VERY NICE TO HAVE:

- Health coach certificate from an NBHWC-approved training program
- Have at least one year of health coaching experience

POSITION TYPE & SCHEDULE: This is a remote position with flexible scheduling. Two evening shifts and a Saturday shift are required.

Monday–Friday: 9:00 AM–12:00 PM PST, 1:00–4:00 PM PST, and/or 4:00–7:00 PM PST

Saturday: 9:00 AM–12:00 PM PST

PHYSICAL & ENVIRONMENTAL REQUIREMENTS

This role may require:

- Prolonged periods of sitting or standing
- Use of a computer, phone, and video conferencing tools
-

Opportunities to grow into leadership positions! Opportunity to achieve National Board certification with all training costs covered.

Open Source Wellness is an Equal Opportunity Employer. We welcome all those committed to making a difference in the well-being of our communities; people of color, those who speak Spanish (or another language), and mid-career individuals are enthusiastically encouraged to apply!

At-Will Employment Disclaimer

This role description is not a contract of employment and does not guarantee employment for any specific period of time. Employment with Open Source Wellness is at will, meaning that either the employee or OSW may terminate the employment relationship at any time, with or without cause or notice, in accordance with applicable law.

Open Source Wellness reserves the right to modify, revise, or update this role description at any time, consistent with organizational needs. The organization will endeavor to provide reasonable notice to employees of significant changes to the position.

Benefits:

- Flexible schedule
- Paid time off
- Parental leave
- Retirement plan
- Wellness program

People with a criminal record are encouraged to apply