



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

SUPERIOR DOUGLAS COUNTY FAMILY YMCA - JOB DESCRIPTION

Job Title: Group Fitness Instructor
FLSA Status: Non-Exempt
Position Type: Part-time
Reports to: Health & Wellness Director
Revision Date: 03/20/2024

Position Summary

Instructs and leads group classes, provides excellent service to members in a safe, enjoyable, and positive environment that promotes member wellness and engagement in accordance with YMCA policies and procedures.

Our Culture

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger, beginning with you.

Essential Functions

- Leads group exercise classes, as directed by the supervisor, to accomplish the YMCA mission and goals.
- Conducts energizing, fun, safe, and educational classes to a diverse group of physical abilities.
- Builds effective relationships with members; helps members connect with each other and the YMCA.
- Maintains working knowledge of wellness and trends to provide effective information and support to members.
- Keeps accurate class attendance records.
- Arrives 10-15 minutes before class time to cue music, prep materials, and greet participants
- Follows YMCA policies and procedures; responds to emergency situations; attends staff meetings.
- Fosters an inclusive environment appreciative of differences in the workplace. Meaningfully participate in and lead efforts to support the Y's commitment to equity and diversity.

Potential classes may include Yoga, Pilates, Zumba, TRX, Kettle Bells, Strength Training, Cardio, Core, etc.

YMCA Competencies

- Values: Accept and demonstrate the Y's values
- Community: Desire to serve others and fulfill community needs

- Inclusion: Work effectively with people of different backgrounds, abilities, opinions, and perceptions
- Relationships: Build rapport and relate well with others
- Developing Others: Take the initiative to assist in developing others
- Decision-Making: Make sound judgments, and transfer learning from one situation to another
- Change Capacity: Demonstrate an openness to change, and seek opportunities in the change process

Required Qualifications

- CPR, First Aid, and AED certifications or the ability to obtain within 60 days of hire.
- National certification (ACE, NETA, AFAA, NASM) in group fitness instruction or YMCA Foundations of Group Exercise certification.
- Must be available to teach a class or sub between 7am – 1pm
- Commitment of supporting principles of equal opportunity and affirmative action to achieve a diverse work environment.

Preferred Qualifications

- Certification in area(s) of expertise. i.e., Cardio, Strength, Yoga, Cycle, Mat Pilates, Dance, Active Older Adults, Silver Sneakers, etc.
- 1 year of experience teaching group fitness classes

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

The employee is occasionally required to sit; climb or balance; and stoop, kneel, crouch or crawl. The employee must frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

Ability to conduct classes and activities relating to fitness. Ability to perform all physical aspects of the position including walking, standing, bending, reaching, and lifting. Ability to sustain strength and aerobic activity for 45-90 minutes of various intensity.

Work Environment

The work environment for this position will primarily be in the fitness studio teaching classes or pool area for aquatic classes. There may be times where the noise levels and humidity may rise.

Position Type/Expected Hours of Work

This is a part time position and expected hours of work will depend on the needs of the Health & Wellness department. Instructors must be able to teach a class or sub between 7am – 1pm.

Other Duties

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Additional Eligibility Qualifications

- Must be able to successfully pass a background check.

EEO Statement

The Superior Douglas County Family YMCA (the Y) provides equal employment opportunities (EEO) to all employees and applicants for employment without regards to race, color, religion, sex, national origin, age, disability, or genetics. In addition to federal law requirements, the Y complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absences, compensation, and training.

Signatures

Employee signature below constitutes employee's understanding of the requirements, essential functions, and duties of the position.

Employee_____ Date_____