



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

**Job Title:** Group Exercise Instructor  
**Reports To:** Health and Wellness Manager  
**Pay Range:** \$13-\$16/hour  
**Primary Function/Department:** Health and Wellness/Fitness

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#### **POSITION SUMMARY:**

Works directly with the health and wellness and member services teams to engage and retain members by helping Y members achieve their health and wellness goals in a group exercise setting through creative and professionally designed classes appropriate to the fitness level of participants in the class.

#### **ESSENTIAL FUNCTIONS:**

- Improves the health and well-being of the community the YMCA serves.
- Works to ensure member safety and enjoyment.
- Engages members using listen first skills. Encourages member interaction and connections.
- Organizes and provides fun, engaging and effective group exercise classes tailored to participant ability level/physical limitations, and focused on helping participants achieve their health and wellness goals.
- Keeps abreast of changes and trends in the fitness industry through continuing education.
- Ensures the cleanliness of facilities and equipment.
- Identifies facility, equipment malfunctions or other problems and troubleshoot as capable. Promptly inform the Senior Director of all facility, equipment or other issues.
- Attends departmental meetings and trainings as scheduled: attends required YMCA trainings as scheduled.
- Serves as a role model for a healthy lifestyle and superior "Expect the Best" customer service. Interprets the YMCA as a membership organization. Represents the YMCA positively and maintains a good and friendly relationship with the YMCA members and staff, addressing each by name.
- Actively participates in the Annual Campaign.

#### **YMCA COMPETENCIES (Leader):**

**Relationships:** Intentionally connects members and program participants to one another.

**Communication:** Communicates appropriately with individuals based on readiness to change.

**Developing Others:** Identifies and celebrates the successes of member and program participants. Displays empathy in support of helping member and program participants build confidence.

**Inclusion:** Understands different health needs in order to adjust activities and programs to serve all. Creates a safe environment in which all individuals feel welcomed and respected.

**Quality Results:** Understands and aligns delivery of Healthy Living programs to program goals and objectives.

**Decision Making:** Makes sound judgments, and transfers learning from one situation to another.

#### **QUALIFICATIONS:**

1. Experience designing and implementing group exercise programs
2. Required certifications: CPR and AED
3. Nationally recognized certification in the field of Group Exercise
4. Active listening skills
5. Ability to establish relationships with staff and members within the community of the YMCA
6. Ability to respond to safety and emergency situations
7. Completion of all new employee trainings within the established timeline

**PHYSICAL DEMANDS:**

1. Acceptable eyesight (with or without correction).
2. Acceptable hearing (with or without correction).
3. Ability to communicate both orally and in writing.
4. Ability to lift up to 50lbs.

I understand and agree to perform all duties listed in this job description. To enhance the overall operation of the YMCA and to support teamwork, I will accept additional responsibilities as assigned.

**PAY AND BENEFITS TO POSITION:**

- Pay range : \$13-\$16/hour
- Health Supplement Insurance
- Employee Program & Child Care Discounts
- Free YMCA Membership
- Employee Wellness Program

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Employee Print Name

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Employee Signature

\_\_\_\_\_  
Date

The Y: We're for youth development, healthy living, and social responsibility