



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

TITLE: Group Exercise Instructor
STATUS: Non-exempt, Hourly
REVISED: May-23

DEPARTMENT: 10-Health & Wellness
REPORTS TO: Health & Wellness Director
BRANCH: Choose an item.

POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit committed to strengthening community through youth development, healthy living, and social responsibility. Provide group fitness and individual guidance in a safe, enjoyable, and positive environment that promotes member wellness and engagement.

QUALIFICATIONS:

- Previous experience preferred and demonstrated ability to lead group fitness, required.
- At least one of the following certifications must be obtained and maintained: YMCA, ACE, IDEA, NSCA, AFAA, AEA, NDEITA, ACSM.
- Willingness to attend meetings, training, and obtain additional certification as requested.

ESSENTIAL FUNCTIONS:

- Provide class routines and music according to ACE, AFAA, specific class certifying bodies and Y guidelines.
- Orientate members in proper and safe use of all class equipment.
- Lead energizing, fun, and safe group classes to accomplish the Y mission and goals.
- Committed to assigned class and according to class schedule.
- Committed member of the instructor team with willingness to sub and participate in special class events.
- Maintain all required certifications.

YMCA COMPETENCIES (Leader):

Advancing Our Mission & Cause

- Seeks to understand and support change efforts.
- Recognizes and articulates that the Y is a not-for-profit, charitable organization committed to serving the entire community.
- Tells the Y story in regular interactions with members.

Building Relationships

- Interprets messages and body language effectively.
- Listens with the intent to understand the perspective of others by using appropriate communication methods, including open-ended questions.

- Creates a safe environment in which others feel welcome and respected.

Leading Operations

- Recognized own biases and suspends judgmental thinking.
- Improvises quickly and appropriately when faced with unexpected circumstances.
- Uses best practices, guidelines, and industry standards as a framework to improve performance.
- Serves with purpose and passion.
- Delivers a high-quality experience to members, participants, or project teams.

Developing & Inspiring People

- Supports members, participants, or project teams in achieving their goals.
- Proactively shares information, experiences, lessons learned, and suggestions to help others be more successful.
- Acts in alignment with personal and organizational values in all situations.
- Operates with openness and a willingness to receive ongoing feedback from all levels of the organization.

DISCLAIMER:

Other duties may be assigned to this position at the discretion of the reporting supervisor.

Performance evaluation, based on essential functions and competencies, will be conducted annually.

By signing this description, I acknowledge that I possess all qualifications stated and am **able / unable** (circle one) to perform all essential functions without special assistance.

Employee Signature

Date