



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## KANDIYOHI COUNTY AREA FAMILY YMCA JOB DESCRIPTION

Job Title: **Fitness Instructor**  
FLSA Status: Non-exempt  
Reports to: Health & Wellness Director  
Leadership Level: Leader

Job Code: XXXX  
Job Grade: XX  
Revision Date: 8/2018  
Department: Health & Wellness

### POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit, charitable organization committed to strengthening community through youth development, healthy living and social responsibility. The Fitness Instructor staff member at Kandiyohi County Area Family YMCA intentionally fosters a cause-centered culture that is welcoming, genuine, hopeful, nurturing, and determined.

### 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:

1. Leads energizing, fun, safe, and educational group classes, as directed by the supervisor, to accomplish the YMCA mission and goals.
2. Maintains working knowledge of wellness and trends to provide effective information and support to members.
3. Builds effective, authentic relationships with members; helps members and program participants connect with each other and the YMCA.
4. Observes and adjusts approach to support all participants' capabilities, physical conditions, health, and culture.
5. Celebrates achievement of program participants related to program or personal goals, mastering of specific skills or overall health and well-being.
6. Keeps accurate class attendance records.
7. Follows YMCA policies and procedures; responds to emergency situations.
8. Assume other duties, responsibilities and projects identified as needed by the employee and approved and/or assigned by supervisor.

### LEADERSHIP COMPETENCIES:

- Inclusion
- Functional Expertise
- Emotional Maturity



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**QUALIFICATIONS:**

- CPR, First Aid, AED certifications within first 30 days.
- YMCA Group Exercise Instructor Certification within first 60 days.
- Additional certifications and trainings as required by the position.
- Ability to maintain certification-level physical and mental readiness.

**WORK ENVIRONMENT & PHYSICAL DEMANDS:**

- The physical 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. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.
- Ability to conduct classes and activities.
- Ability to perform all physical aspects of the position; including leading class, walking, standing, bending, reaching, and lifting.
- The employee must occasionally lift and/or move up to 50 pounds.

**SIGNATURE:**

I have reviewed and understand this job description.

\_\_\_\_\_  
Employee's name

\_\_\_\_\_  
Employee's signature

Today's date: \_\_\_\_\_