FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

PIEDMONT FAMILY YMCA JOB DESCRIPTION

Job Title: **Family Fitness Instructor**
Leadership Level: Leader
Status: P/T
Reports to: Group Exercise Coordinator

Pay Range: $22-$30+
FLSA Status: Non-Exempt
Department: Wellness
Revision Date: 10/13/2026

POSITION SUMMARY:

This position supports the work of the YMCA, a leading nonprofit committed to strengthening the community through youth development, healthy living, and social responsibility. The Family Fitness Instructor leads engaging, safe, and inclusive fitness classes that encourage families to be active together, build healthy habits, and enjoy movement in a welcoming environment. Classes may include a variety of formats such as circuit training, partner workouts, fitness games, strength and conditioning, and other age-appropriate activities designed to promote physical activity, connection, and fun. The instructor adapts activities to accommodate varying ages, abilities, and fitness levels while fostering a positive experience for all participants.

ESSENTIAL FUNCTIONS:

- Plans and leads fun, engaging, safe, and age-appropriate family fitness classes that support the YMCA mission and program goals.
- Creates an inclusive environment that encourages children, teens, and adults to participate in physical activity together.
- Incorporates a variety of fitness formats, movement games, partner activities, circuits, and other exercises that promote strength, endurance, coordination, balance, and overall wellness.
- Modifies exercises and activities to accommodate different ages, fitness levels, physical abilities, and individual needs.
- Provides clear instructions, demonstrates proper exercise technique, and promotes safe movement and appropriate use of equipment.
- Encourages teamwork, communication, confidence, and positive family interaction through physical activity.
- Builds authentic relationships with members and program participants, helping families feel welcomed and connected to the YMCA.
- Answers participant questions and provides appropriate guidance related to exercise, physical activity, and healthy living.
- Maintains accurate class attendance records and follows established registration and program procedures.
- Inspects equipment and activity areas before and after classes to help ensure a safe environment.
- Follows YMCA policies and procedures, including child safety and supervision guidelines, and responds appropriately to emergencies.
- Communicates program needs, participant concerns, and equipment or facility issues to the appropriate supervisor.
- Performs other duties as assigned.

LEADERSHIP COMPETENCIES:

Advancing Our Mission & Cause: Engaging Community, Volunteerism, Philanthropy, Change Leadership
Building Relationships: Collaboration, Communication & Influence, Inclusion
Leading Operations: Critical Thinking & Decision Making, Fiscal Management, Functional Expertise, Innovation, Program/Project Management
Developing & Inspiring People: Developing Self & Others, Emotional Maturity

QUALIFICATIONS:

- Current CPR, First Aid, and AED certifications, or ability to obtain within the timeframe required by the YMCA.
- National certification in group exercise instruction (ACE, AFAA, NASM, NETA) or YMCA Foundations of Group Exercise certification preferred.
- Experience leading fitness activities, group exercise, youth recreation, family programming, or similar activities preferred.
- Ability to lead activities appropriate for a range of ages, abilities, and fitness levels.
- Strong communication and interpersonal skills, with the ability to engage both children and adults.
- Ability to create a positive, welcoming, and inclusive environment for all participants.
- Knowledge of exercise safety, proper movement techniques, and basic fitness principles.
- YMCA New Employee Orientation, Leader Certification, and Child Abuse Prevention Training completed within 30 days of hire, as required.
- Ability to follow YMCA policies, procedures, and established child safety guidelines.

WORK ENVIRONMENT & 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. Reasonable accommodations may be made to enable individuals with disabilities to perform 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.

SIGNATURE:

I have reviewed and understand this job description.

_____
Employee's name

_____
Employee's signature

_____
Date