



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

PIEDMONT FAMILY YMCA JOB DESCRIPTION

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

Pay Range: \$20-\$30+
FLSA Status: Non-Exempt
Department: Wellness
Revision Date: 9/2/2025

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 Group Exercise Instructor leads classes by creating a safe, enjoyable, and positive environment that welcomes people of all skill and fitness levels while effectively building community within the class. The Instructor will modify the class as needed to meet varied health, ability, and cultural needs.

ESSENTIAL FUNCTIONS:

- Leads energizing, fun, safe, and educational group classes, as directed by the supervisor, to accomplish the YMCA mission and goals.
- Asks and answers questions from program participants and members to support them in achieving their goals related to health and well-being.
- Maintains working knowledge of wellness and trends to provide effective information and support to members.
- Builds effective and authentic relationships with members while helping members and program participants connect with each other and the YMCA.
- Observes and adjusts approach to support all participants' capabilities, physical conditions, health, and culture.
- Celebrates achievement of program participants related to program or personal goals, mastering of specific skills, or overall health and well-being.
- Keeps accurate class attendance records.
- Follows YMCA policies and procedures; responds to emergency situations.
- 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:

- Required certifications: CPR, First Aid, AED, national certification (ACE, NETA, AFAA, NASM) in group fitness instruction or YMCA Foundations of Group Exercise certification.
- Certification in areas of expertise (Yoga, Pilates, spinning/cycling, Zumba).
- YMCA New Employee Orientation, Leader Certification and Child Abuse Prevention Training within 30 days of hire.

- At least one year of experience teaching group wellness classes.
- Continuing education/renewals of certifications kept up to date and submitted to the supervisor on or before certifications expire.

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