



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: Wellness Director

Pay Range: \$17.75 - \$27.50  
FLSA Status: Non-Exempt  
Department: Wellness  
Revision Date: 4/12/2022

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## 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. Instructs group classes in a safe, enjoyable, and positive environment that welcomes people of all skill and fitness levels. Effectively builds community within the class. Modifies class as needed to meet varied health, ability and cultural needs.

## ESSENTIAL FUNCTIONS:

- Creates and leads an inclusive workout that motivates participants to work to their highest potential. This includes offering appropriate modifications and progressions so that all participants can scale the workout to their level.
- 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, authentic relationships with members; helps 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 and Child Abuse Prevention Training within 30 days of hire.
- At least one year of experience teaching group wellness classes preferred.
- Continuing educations/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 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.

**SIGNATURE:**

I have reviewed and understand this job description.

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

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