

The Cane Bay Family YMCA

Group Exercise Instructor Job Description

Job Title: Group Exercise Instructor **FLSA Status:** Non-Exempt
Reports to: Group Fit Coordinator
Schedule: Varied; Depending on classes taught
Salary Range:

Revision Date: April 2025

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 Group Exercise Instructor at Cane Bay Family YMCA serves others by intentionally welcoming, connecting and supporting them and inviting them to get involved and give back to the community.

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 and Job Duties:

General Job Functions:

- Creates a safe environment in which all individuals feel welcomed and respected; build relationships with and among members and program participants
- Leads energizing, fun, safe and educational group classes, as directed by the supervisor, that align with the healthy living program goals and objectives.
- Understands different health needs; observes and adjusts approach to support all participants' capabilities, physical conditions, health and culture
- Asks and answers questions and displays empathy in support of helping member and program participants build confidence to achieve their health and wellness goals
- Identifies and celebrates the successes of members and programs participants
- Keeps accurate class attendance records

- Follows YMCA policies and procedures; responds to emergency situations
- Performs duties as assigned

Leadership Competencies:

- Developing Self & others
- Inclusion
- Program/Project Management

Qualifications:

- National certification in group fitness instruction (e.g. ACE, NETA, AFAA, NASM) or YMCA group exercise instructor certification required.
- Certification in area of expertise required
- CPR, First Aid, and AED certification required
- Child Abuse Prevention training required within 30 days of hire
- At least one year of experience teaching group exercise classes preferred
- Ability to develop positive, authentic relationships with people from different backgrounds
- Commitment to inclusion and compliance with Americans with Disabilities Act (ADA)

Work Environment and 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 plan, lead and participate in classes and activities
- Ability to perform all physical aspects of the position, including leading class, walking, standing, bending, reaching and lifting

Job Description Reviewed and Understood:

I have read my job description and understand my responsibilities. I also understand the YMCA cannot guarantee my employment and that the YMCA can change wages, benefits, and conditions of employment at any time.