

The Cane Bay Family YMCA Personal Trainer

Job Title: Personal Trainer
Reports to: Wellness Coordinator
Department: Fitness/Wellness

FLSA Status: Non-Exempt
Status: Part time
Job Grade: 5

Revision Date: April 2025

healthy living and social responsibility.

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.

Position Summary:

The Personal Trainer follows the YMCA of the USA Health and Fitness guidelines and is responsible for planning and leading a range of individualized or group exercise/activity sessions for clients in a fitness specialty area. They perform a variety of fitness programs that are both educational and motivational and provide guidance on ways to support healthy lifestyles and healthy lifestyle changes. The Personal Trainer also provides customer service which promotes member wellness in accordance with the YMCA policies and procedures and creates a safe, enjoyable, and positive environment. This position supports the work of the YMCA, a leading nonprofit committed to strengthening community through youth development,

Essential Functions and Job Duties:

- Develop, implement and instruct a variety of personal training and group training sessions for clients at an appropriate level and in the appropriate modality based on clients wants, needs and availability Provide encouragement and expertise for the client in support of their health and well-being goals
- Administer, track, and evaluate health history questionnaires, fitness assessments and other pre-participation documentation with regard to individual exercise programs

- Adhere to all guidelines and expectations as outlined in the Cane Bay Family Ymca Handbook which includes but is not limited to providing safe classes and sessions and responding to and reporting any accidents or incidents
- Educates members in proper use of equipment
- Provides cohesive approach to customer service and training that directly impacts the participants commitment and personal growth
- Maintains client list and records as required by Wellness Coordinator
- Promote and sell personal training programs and services
- Maintain required CEC's and national certifications
- Follow Wellness Floor or Pool expectations when not scheduled for personal training, group training, or performing a consultation

YMCA Competencies (Leader)

Mission Advancement: Accepts and demonstrates the Y's values. Demonstrates a desire to serve others and fulfill community needs. Recruits volunteers and builds effective, supportive working relationships with them. Supports fund-raising

Collaboration: Works effectively with people of different backgrounds, abilities, opinions and perceptions. Builds rapport and relates well to others. Seeks first understand the other person's point of view and remain calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others

Operational Effectiveness: Makes sound judgements, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better member experience. Establishes goals, clarifies tasks, plans work and actively participates in meetings. Follows budgeting policies and procedures and reports all financial irregularities immediately. Strives to meet or exceed goals and deliver a high-value experience for members.

Personal Growth: Pursues self-development that enhances job performance. Demonstrates an openness to change and seeks opportunities in the change process. Accurately assesses personal feelings, strengths and limitations and how they impact relationships. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology

Qualifications

- Personal Trainer Certification through a nationally accredited organization including, but not limited to NETA, NASM, ACE, ACSM, AEA. Must hold an Aqua Specialty Certification if personal training is to be done in the pool
- Certifications required within 30 days of hire: CPR/AED, First Aid, and Child Abuse Prevention
- Formal training in specialty class being taught and/or ability to demonstrate the movements and exercises
- Demonstrates customer services skills and verbal communication skills

- Demonstrates ability to lead an individual/group and motivate others to achieve their health and well-being goals
- Demonstrates ability to work with all age groups and ability levels
- Ability to respond to safety and emergency situations
- Degree in health and science or related field
- Minimum of 1 year experience in the health and fitness field

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 lead sessions and classes, demonstrating exercise techniques and perform associated physical activities
- Ability to lift 50 pounds

Employee Acknowledgement

I have received, reviewed and fully understand my job duties and responsibilities as outlined above. I further understand that I am responsible for the satisfactory execution of the essential functions described therein, under any and all conditions as described. This job description may not be all inclusive and employees are expected to perform all other duties as assigned and directed by management. Job descriptions and duties may be modified when deemed appropriate by management.