

Position: Group Fitness Instructor

Status: Non-exempt, Part-time under 20 hours/week

Salary: \$25 - \$33 per hour

Reports to: Fitness Manager

About YWCA Central Carolinas:

YWCA Central Carolinas is a nonprofit on a mission to eliminate racism, empower women and promote peace, justice, freedom and dignity for all. We achieve this through a variety of programs, including transitional housing for women and families facing homelessness, youth literacy programs for children from low-income households, racial justice and advocacy initiatives that educate and mobilize our community, and a co-ed fitness center that empowers our neighbors and serves as a portal into our mission.

Position Objectives:

Instruct safe and effective group exercise classes at YWCA Central Carolinas. Group X Instructor – Water classes include water aerobics. Group X Instructor – Land classes may include yoga, cycling, strength and cardio conditioning, Pilates, Zumba, BODYPUMP.

Duties and Responsibilities:

Maintains High Work Standards

- Sets and maintains high performance standards.
- Pays close attention to detail, accuracy and completeness.
- Shows concern for all aspects of the job and follows up on work outputs.
- Demonstrates knowledge and skills for general aspects of the job.
- Adheres to organizational policies and procedures, including consistent attendance and punctuality.
- Completes work in a timely and consistent manner.

Provides High Quality Class Instruction

- Oversees instruction plans, methods and goals that support fitness center instruction expectations.
- Organizes and directs activities of fitness members in order to provide a high level of quality instruction.
- Be well-organized - instructional area/room prep, music/equipment in place and ready to start class to ensure a high level of customer service.
- Develops evolving routines/exercises for specific classes with diverse populations.
- Responsible for creating quality music playlists exclusive of foul language or suggestive lyrics.

Delivers Excellent Customer Service

- Acts courteously, compassionately and responsively to all youths, families and members; meeting customer expectations with timely responses to questions and concerns.
- Anticipates customer needs and responds appropriately.
- Resolves simple issues with youths, families and members and refer more challenging issues to the Director of Fitness.
- Possesses excellent communication skills and be able to communicate effectively with both groups and individuals.

Ensures Safety of Members

- Enforces safety standards and facility operational policy and protocol for all individuals using the fitness center.
- Understands and can implement incident/accident protocols if an accident or emergency should occur.
- Offers safe modifications for YWCA members relevant to the class format and description.
- Ability to comply and execute all safety and emergency YWCA protocols.

Role in Supporting Fitness Center

- Reliable and punctual to work, meetings, functions and trainings.
- Maintains appropriate certifications.
- Takes class attendance/numbers and submits to the Fitness Manager in a timely manner.
- Keeps instructional areas neat and orderly at all times. In the cases where equipment must be moved from one location to another, instructors are responsible for moving and replacing whatever equipment is needed for class.
- When a substitute is needed, instructors should contact staff from available substitute list to find coverage for the class and notify the Fitness Manager of the substitution in a timely and appropriate manner. Staff are expected to teach or find substitute coverage for assigned classes.
- Additional duties as needed by the Director of Fitness and Fitness Manager.

Education and Experience:

High School Diploma or GED required. Instructor is required to have and maintain instructor certification through ACE, ACSM, AFAA or other nationally recognized organization. Valid American Red Cross Adult/Child CPR, AED First Aid certificate required (YWCA will provide training). One year of class instruction experience is preferred.

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 their job.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee is frequently required to stand; walk; sit and use hands. The employee is occasionally required to reach with hands and arms and stoop, kneel, crouch or crawl. The employee may occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close and distant vision.

Benefits:

Employee Assistance Program

Free YWCA Fitness Center Employee Membership (discounted family membership available)

Other Information:

Employment with YWCA Central Carolinas is contingent on successfully passing all of our pre-employment screenings, including but not limited to: a drug screening, reference checks, proof of certification (if applicable) and a background check. If applicable to the position, YWCA Central Carolinas employment may be contingent on a candidate meeting driver approval criterion as determined by Motor Vehicle Record background check.

YWCA fully subscribes to the principles of equal employment opportunity and is committed to complying all regulations under the Equal Employment Opportunity Commission (EEOC). YWCA's equal opportunity employment policy reflects our commitment to equality and to promote diversity in the workplace. We designed this policy to ensure fairness in all aspects of employment.

YWCA prohibits unlawful discrimination against applicants, employees, contractors, interns and volunteers on the basis of race, color, religion, creed, national origin or ancestry, age, sex (including pregnancy, gender identity and sexual orientation), physical or mental disability, veteran or military status, genetic information, marital status, reprisal or retaliation for prior civil rights activity or any other legally recognized protected basis under federal, state or local law. All employment decisions are based on qualifications and capabilities to perform the essential functions of the job.

To apply, please go to our web site: <https://ywcacentralcarolinas.org/work-with-us/>