



Classification Description

Job Title: Group Fitness Instructor

Pay Grade: Temp Schedule

Job Code: 9097A (OPS TEMP) / 8100D (SA)

FLSA Status: Exempt*

Job Purpose

A Group Fitness Instructor is responsible for the leading multiple group fitness classes that range in variety and levels from Yoga to Hip Hop. This includes, but is not limited to, counting, cueing, and organizing choreography.

General Responsibilities

Essential Functions

Provides a safe and fun environment for participants.

Promotes knowledge of proper group fitness components, i.e.: warm up, aerobic exercise, flexibility, and cool down, etc.

Knowledgeable in techniques and dynamics of Group Fitness.

Knowledge in a variety of Group Fitness classes.

Provides customer service to the patrons.

Maintains the Group Fitness equipment and room.

Performs other duties as assigned.

These essential job functions are not to be construed as a complete statement of all duties performed; employees will be required to perform other job related duties as required. An employee with a disability is encouraged to contact the Human Resources Office to evaluate the job in greater detail in order to determine if she/he can safely perform the essential functions of this job with or without reasonable accommodation.

GROUP FITNESS INSTRUCTOR

Knowledge, Skills and Abilities

Minimum Qualifications

High School diploma or GED.

Positive attitude and desire to assist customers.

Ability to self-motivate with little or no supervision.

Effective verbal and written communication skills.

Capability to withstand possible continuous standing.

Certification Requirement:

Obtain American Heart Association CPR & First Aid Certification within 30 days of hire.

Must have and maintain a current Fitness or Group Fitness related certification.

Demonstrated experience using a personal computer, office software such as MS Office and electronic mail.

Demonstrated ability to:

- Think critically and creatively, have a high standard of integrity, and be motivated to incorporate best practices into the organizational culture.
- Exhibit a thorough knowledge of policies, procedures, and outside regulations pertaining to the position.
- Possess a working knowledge of operational and fiscal analysis techniques.
- Make presentations in front of various group sizes.
- Take initiative and independently plan, organize, coordinate and perform work in various situations where numerous and diverse demands are involved.
- Anticipate, investigate, and analyze problems and address them proactively.
- Communicate effectively, both orally and in writing.
- Establish and maintain effective working relationships with faculty, staff, students and the public.
- Work in a fast-paced, demanding environment.
- Work independently and follow through on assignments.
- Exhibit solid organizational skills and be detail oriented.
- Work with a variety of constituencies and be willing to contribute to a team effort.
- Exercise discretion and good judgment at all times and in all contexts and maintain confidentiality.
- Work effectively with all constituencies of the College.
- Collect, organize, analyze and present information in a meaningful manner.
- Collaborate and be effective working with diverse populations.

GROUP FITNESS INSTRUCTOR

Critical Skills/Expertise

All employees are expected to:

- Promote a common purpose consistent with stated College goals and demonstrate a commitment to students and the learning environment.
- Possess the knowledge of general written standards and procedures utilized, and have the ability to read, interpret, and follow procedural and policy manual related to the job tasks.
- Demonstrate the ability to respond to supervision, guidance and direction in a positive, receptive manner and in accordance with stated policies.
- Provide quality customer service by creating a welcoming and supportive environment.
- Present a professional image in word, action and attire.
- Demonstrate professionalism in dealing with a diverse population while understanding and respecting each other's view of the world, personalities and working styles.
- Conduct oneself in a manner consistent with the College's standards of ethical conduct.
- Apply effective techniques to create working relationships with others to achieve common goals; successfully communicates and collaborates with others to achieve goals.
- Demonstrate skills necessary to look at situations and processes critically to make recommendations for improvement.

Work Conditions/Physical Demands/Special Conditions

Physical: Routinely requires the ability to see, hear, and speak. Routinely requires sitting, bending, stooping, walking, various exercises, standing, and running. On occasion, incumbents may be required to lift 45 or more pounds.

Environmental: Fitness Center; recreational fields.

Mental: Routinely requires the ability to interpret, analyze and perform critical thinking skills.

Approved: October 25, 2016. Revised March 3, 2020.

*Non-exempt if employee's salary is less than \$47,476 (FLSA salary threshold), i.e., student assistants or temporary staff.