



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## WINONA FAMILY YMCA – JOB DESCRIPTION

Job Title: Group Fitness Instructor

FLSA Status: Non-Exempt

Job Type: Part-Time

Reports to: Fitness & Wellness Director

Revision Date: 4/29/25

Y Job Grade: 2

Pay Range: \$13.00-14.00

Benefits: Paid time off, YMCA membership, YMCA programs discount including camp and child care, Employee Assistance Program, retirement plans, Child Watch (limited hours), CPR certification

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### Summary/Objective

This position supports the work of the Y, a leading nonprofit committed to strengthening community through youth development, healthy living, and social responsibility. This position instructs group fitness classes in a safe, enjoyable, and positive environment that promotes member wellness and engagement in accordance with YMCA policies and procedures.

### 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 determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

### Qualifications

- Must be able to pass a background check.
- Must be at least 18 years of age.
- Excellent human relation and communication skills.
- CPR/First Aid Certification required within 30 days of hire.
- National certification (ACE, NETA, AFAA, NASM) in group fitness instruction required for certain formats.
- YMCA Foundations of Group Exercise certification, YMCA Healthy Lifestyles certification, prior experience as an instructor, or other relevant experience preferred.

### General Essential Functions

1. Adhere to job safety practices and risk management protocols per the Employee Handbook and Emergency Response Plan, including child abuse prevention standards and mandated abuse reporting requirements, to create and maintain a safe and secure environment for all.

2. Perform excellent service to all members, staff, volunteers and guests.
3. Perform other related duties as assigned by your supervisor or other Leadership staff.

### **Role Specific Functions**

1. Leads energizing, fun, safe, and educational group classes.
2. Answers questions from members to support them in achieving their goals related to healthy living.
3. Maintains working knowledge of wellness and trends to provide effective information and support to members.
4. Builds effective, authentic relationships with members; helps members connect with each other and the YMCA.
5. Participates in special events and member experience enhancement programs as required.
6. Attends staff meetings and trainings as scheduled.
7. Maintains and secures team equipment. Reports damaged equipment or facility safety concerns.
8. Abides by Wellness Department Prep Time Policy for before and after set up, planning, and member engagement.

### **Physical Demands**

Ability to conduct classes and activities including leading class, walking, standing, bending, reaching, and lifting. Ability to instruct, hear, and see participants. Ability to lift and transfer equipment. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

### **Other Duties**

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

### **Signature**

Employee signature below constitutes employee's understanding of the requirements, essential functions, and duties of the position.

Employee\_\_\_\_\_ Date\_\_\_\_\_