



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

WINONA FAMILY YMCA – JOB DESCRIPTION

Job Title: Personal Trainer

FLSA Status: Non-Exempt

Job Type: Part-Time

Reports to: Fitness & Wellness Director

Revision Date: 9/15/25

Y Job Grade: 4

Pay Range: \$16-17

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

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. Provides specialized advanced individual or small group guidance through a unique fitness plan tailored to the registered participant's specific goals. Provides a safe, enjoyable, and positive environment that promotes member wellness and engagement in accordance with YMCA policies and procedures. Assists members in determining achievable goals through advanced fitness plans.

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 nurturing: we support you in your journey to develop your full potential.

We are determined: we are on a relentless quest to make our community stronger.

Qualifications

- Must be able to pass a background check.
- Must be at least 18 years of age.
- Excellent human relation and communication skills.
- High level of attention to detail, problem solving, and time management.
- CPR/First Aid Certification required within 30 days of hire.
- Certification in area of expertise.
- At least one year of fitness training, athletic training or related experience is 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. Evaluates participant's objectives and creates a fitness plan to address their areas of concern.
2. Demonstrates and guides members in understanding the safe and proper way to utilize fitness equipment.
3. Supervises participants and ensures safe and proper form through the progression of their fitness plan.
4. Supports members in developing and achieving their goals related to healthy living.
5. Maintains working knowledge of wellness and trends to provide effective information and support to members.
6. Builds effective, authentic relationships with members; helps members connect with each other and the YMCA.
7. Participates in special events and member experience enhancement programs as required.
8. Keeps accurate individual assessment, record of sessions, and workout plan records via Google Drive.
9. Attends staff meetings and training as scheduled.
10. Maintains and secures program equipment and supplies. Reports damaged equipment or facility safety concerns.
11. Maintains confidentiality of member medical information.

Physical Demands

The ability to demonstrate exercises and fitness-related movements. Ability to instruct and observe participants. Ability to type. 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 _____