



## Fitness Coach/Personal Trainer

<b>Location</b>	<b>Port Colborne YMCA</b>
<b>Pay</b>	<b>Fitness Coach \$16.55 per hour Personal Trainer \$17.13 per hour</b>
<b>Employment Type</b>	<b>Permanent Part time – 15 hours per week (Evenings and weekends)</b>
<b>Placement Date</b>	<b>ASAP</b>

### **NATURE & SCOPE**

The Fitness Coach/Personal Trainer is responsible for the growth and retention of membership through the provision/delivery of service excellence in orientation of members, individual and group personal training, and medical/chronic disease programs. The incumbent engages with members to optimize their experience in achieving personal fitness goals in order to maximize retention. The Fitness Coach/Personal Trainer will report to the Program Co-ordinator, Fitness and there are no direct reports.

### **Why Work for the YMCA?**

As a charitable organization, the YMCA of Niagara aspires to be a great workplace, committed to diversity, equity, and inclusion, where different backgrounds, experiences, and identities are appreciated and celebrated. Guided by our shared values – caring, health, honesty, inclusiveness, respect, and responsibility - the YMCA provides our employees with meaningful jobs and the opportunity to make a difference in the lives of individuals and the health of our communities. We recognize the contributions of our staff through growth opportunities and great benefits, and the knowledge that their day-to-day actions have a positive impact on the health and wellbeing of the people of Niagara.

### **RESPONSIBILITIES:**

- Demonstrate the ability to provide excellent service to members from the point of introduction through to the point of goal achievement or program completion.
- Provide fitness instruction/coaching in both one-on-one and group formats; deliver service as part of the YMCA of Niagara Health and Fitness program.
- Deliver Fitness YTHRIVE to new or returning members to get them on the right track and connect them with appropriate YMCA programs and services.
- Provide health and fitness expertise for medical and/or chronic disease programs as required.
- Develop and lead Small Group Sessions as required.
- Develop and lead Group Fitness Classes as required.
- Develop customized workout plans and lead Personal Training sessions.

- Deliver a wide variety of Health and Fitness programs and services to members (YMCA YThrive, recreational sports, Fitness Orientations, etc.).
- Accountable for following systems, practices and targets, which support Member Retention.
- Accountable for pre and post appointment calls.
- Engage and connect with new members to ensure that available appointments are booked whenever possible.
- Build relationships with members in order to optimize members' experience and help them to achieve their fitness goals.
- Maintain positive relationships with members through ongoing connections in person, via phone and email.
- Monitor member development and progress. Provide feedback to the member that is constructive, positive and specific to the member goals.
- When not scheduled in appointments or programs, consistently approach members and assist them with their fitness progress.
- Maintain and update Member Fitness Records using EZFacility.
- Ensure a safe, clean and well-maintained environment.
- Maintain SAM 2.1 Standards.
- Participate in training and adhere to the YMCA Child Protection Policies and Procedures as established by the YMCA of Niagara.
- Other duties as required.

## **QUALIFICATIONS**

### **Mandatory qualifications/certification/memberships (cannot work in the position without them):**

- Standard First Aid/CPR-(C) certification.
- A clear and satisfactory criminal reference check inclusive of the vulnerable sector search (CRC VSS) issued for the YMCA of Niagara.
- YMCA Canada Personal Training or equivalent.
- YMCA Canada Group Fitness Certifications or equivalent would be an asset.

### **Education/Training Requirements:**

- Degree or Diploma is required, in a related field preferred (Health Sciences, Phys Ed., Health and Fitness Promotion, etc.)

### **Skills/Experience:**

- Proven customer service skills.
- Minimum 2 years practical experience in the fitness.
- One or more years' experience coaching/personal training individuals who are new or returning to fitness.
- Experience delivering Group Fitness classes in an asset.
- Flexibility; willingness to learn new skills and to alter shifts.
- Excellent interpersonal and relationship building skills.

### **Working Conditions:**

- Work requires physical ability to demonstrate and lead a high level of exercise instruction.
- Hours may vary and are not guaranteed; hours are dependent on membership enrolment levels.
- Work is in an open environment; sitting, standing, walking and keyboarding required.
- Able to lift 45 lbs. or greater.
- Independent (on floor alone).

## **COMPETENCIES:**

### **Results Oriented**

The ability to lead, manage and achieve identified goals

### **Diversity**

Appreciates that people with different opinions, backgrounds and characteristics bring a richness to the YMCA.

### **Planning and Organizing**

Establishes a clearly defined and effective course of action for self and others to accomplish short- and long-term goals

### **Relationship Building and Collaboration**

Builds positive interactions both internally and externally to achieve work related goals

### **Coaching and Development**

Commits to assisting participants, volunteers and self in continuous learning and development

### **Quality Focus**

Ensures that YMCA programs and services are superior

### **Communication**

Communicates in a thorough, clear and timely manner and supports information sharing and goal achievement across the YMCA.

### **Self-Management**

Achieves planned results through personal initiative within the Association's guidelines and policies

## **APPLICATION PROCESS**

Interested applicants are invited to submit a cover letter and resume by June 30<sup>th</sup>, 2024 to [michael.dibenedetto@niagara.ymca.ca](mailto:michael.dibenedetto@niagara.ymca.ca). Please indicate position applying for in the subject line of your email.

*Internal applicants are encouraged to notify their supervisor before applying.*

*All applicants are thanked for their interest. Only those applicants being considered for an interview will be contacted by email..*

*Accessibility accommodations and materials in alternate formats for individuals with disabilities can be arranged upon request.*

For more information on other opportunities at the YMCA of Niagara, please visit: [ymcaofniagara.org](http://ymcaofniagara.org)