



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

# OPPORTUNITY AWAITS

## GROUP EXERCISE INSTRUCTOR STURGEON BAY & JACKIE & STEVE KANE PROGRAM CENTER

**WORK  
AT THE Y!**

Group fitness instructors intentionally foster a cause-centered culture that is welcoming, motivating, and supportive. Instructors may develop and lead wellness, yoga, and/or movement classes that inspire participants to meet their wellness goals, build a deeper connection to the YMCA, and create a positive environment to connect and grow together. Engage members as you deliver classes with enthusiasm, leadership, and knowledge of the components for a safe and effective class. Candidates must be at least 18 years of age. Group fitness instructors will have a good understanding of physical fitness, exercise science, and/or exercise technique and will have experience in group leadership teaching. Fitness certifications are necessary upon hire. Position requires the ability to be physically active for the duration of the class to be taught. Successful candidates will find value in supporting and engaging others.



I love my job at the Y because it is full of opportunities to meet new people and learn new skills. There is always a new challenge on the horizon. I have met people who will be friends for life.

### Starting Wage:

- Paid \$11.50 per hour depending on experience & training completion.

### Hours:

- Part-time

### Applications being accepted. APPLY TODAY!

Please visit [doorcountyyymca.org](http://doorcountyyymca.org) for a full job description, and a list of other opportunities or to download an application.

### WHY THE Y

## CAUSE DRIVEN

Work with passionate people and help make our community a better place!

One of the most respected non-profits in the world.

125 countries served  
OVER 10,000 neighborhoods strengthened

**FREE**  
Y Membership  
and program discounts

**IMPROVE  
QUALITY  
OF LIFE**

Create stronger friendships, a greater self-esteem and a sense of belonging by helping others.

**IT'S FUN!**

There is something new and exciting happening every day at the Y!

DOOR COUNTY YMCA | [www.doorcountyyymca.org](http://www.doorcountyyymca.org)

Jackie & Steve Kane Program Center  
3866 Gibraltar Road, Fish Creek, WI 54212  
920-868-3660

Sturgeon Bay Program Center  
1900 Michigan Street, Sturgeon Bay, WI 54235  
920-743-4949



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## DOOR COUNTY YMCA

Job Title: **Healthy Living Instructor**

Job Code: (SB or ND) HLT, HLE, HLS, HLC

FLSA Status: Part Time/Hourly

Job Grade: Grade 3

Reports to: SB Healthy Living Director, ND Youth and Healthy Living Director

Revision Date: 2/17/23

Leadership Level: Leader

Department: Fitness

### POSITION SUMMARY:

This position supports the work of the Y, a leading nonprofit, charitable organization committed to strengthening community through youth development, healthy living and social responsibility. In accordance with the policies of the Door County YMCA, the Group Fitness/Body, Mind & Spirit Instructor will deliver programs and services with enthusiasm, leadership and knowledge of the components of a safe and effective fitness program.

### 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 hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger beginning with you.

### ESSENTIAL FUNCTIONS:

1. Instruct participants in a group fitness setting as to aerobic/strength/flexibility.
2. Enforce established DCY Healthy Living Best Practices.
3. Monitor equipment for safety consideration.
4. Interact and assist participants with their programs by actively correcting form and demonstrating different levels of intensity and impact. Circulate and greet participants so everyone feels welcome.
5. Monitor and record class numbers for future class planning.
6. Direct participants to appropriate program personnel, if questions or concerns arise.
7. Communicate to supervisor substitutions, scheduled conflicts, vacations, and significant events related to the YMCA Health & Fitness procedures. Instructor must attend the first and last class of the session, as well as 75% of the remaining class sessions.
8. Assure own professional growth by maintaining current fitness certifications through reading, study, and meetings.
9. Exemplify the YMCA values of Caring, Honesty, Respect and Responsibility in all aspects of job performance and in relationships with others.
10. Adhere to best practices - including but not limited to arriving to teaching area 10-15 minutes prior, greeting and introducing the class to all participants, dressing in appropriate attire, and creating a warm and friendly environment while having fun and prioritizing safety.

**DOOR COUNTY YMCA** [www.doorcountyyymca.org](http://www.doorcountyyymca.org)

**STURGEON BAY PROGRAM CENTER** 1900 Michigan Street, Sturgeon Bay, WI 54235 **P** 920 743 4949 **F** 920 743 8812

**NORTHERN DOOR PROGRAM CENTER** 3866 Gibraltar Road, Fish Creek, WI 54212 **P** 920 868 3660 **F** 920 868 9970

**LEADERSHIP COMPETENCIES:**

- 1. Inclusion
- 2. Developing Self & Others
- 3. Communication & Influence
- 4. Engaging Community

**QUALIFICATIONS:**

- 1. At least 18 years of age.
- 2. Completion of the following: Orientation to Healthy Living at the Y, Foundations of Listen First, Principles of Member Health and Wellness, Group Exercise at the Y, and Foundations of Group Exercise at the Y (ACE).
- 3. Additional certifications may be required for more specialized classes (Job Codes HLS/HLC); additional compensation warranted for these classes.
- 4. Continuing education credits will be necessary on a continual basis to keep certifications current.
- 5. Committing to instructing 3+ classes per week increases Y program delivery knowledge and therefore warrants increased compensation.
- 6. Complete New Employee Orientation within 30 days of your hire date.
- 7. Obtain a current CPR/AED for Professional Rescuers with First Aid Certificate.
  - 1. This certificate is valid for two years and it is your responsibility to keep it up to date.
- 8. Complete Child Abuse Prevention Training within 30 days of your hire date.
  - 1. This training is required annually throughout your employment.
- 9. Extensive training in the discipline is preferred.
- 10. Demonstrate strong skills in working with and motivating people in a positive manner.

**WORK ENVIRONMENT AND PHYSICAL DEMANDS:**

- 1. 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 the essential functions.
- 2. Position requires the ability to perform physical activities with considerable use of arms and legs, while moving entire body over a period of time.
- 3. Position requires the ability to engage in physical activity and lift up to 50 lbs.

**SIGNATURE:**

I have reviewed and understand this job description.

\_\_\_\_\_  
Employee's name

\_\_\_\_\_  
Employee's signature

Today's date: \_\_\_\_\_