



Program Fitness Staff - *Updated Wage Rates* **Westhills YMCA-YWCA (Langford, BC)**

Vacancies: 1

Position: Permanent Full-Time

Placement: Negotiable

Hourly wages by Role: Fitness Floor \$17.55/hour; Fitness Floor \$17.55/hour; Personal Coaching | Class Instruction \$19.55/hour *(plus benefits, see Compensation)*

Shifts: 35 hours/week

**Please note: Sunday to Thursday work week; this position requires early morning opening shifts.*

Nature and Scope:

The Program Fitness Staff will work collaboratively with other staff and volunteers, and are responsible for providing safe, fun and educational programs and service to members and participants in a fitness environment. A key function of their role is to assist individual members with their fitness programs, in a positive and professional manner. These staff will also build meaningful relationships through daily interaction with Y members, visitors, and colleagues; and work in collaboration with the Member Educator Staff to support member sales and retention efforts.

Permanent full-time positions qualify for a YMCA-YWCA individual membership; **15 days vacation; paid sick days (as per policy - 18 per year, accrued); and a cost-shared benefits package (after completion of the probationary period) which includes:**

- **Health Care, Drug Plan, Dental, Vision, EAP**
- **Extended Health Care**
- **Life Insurance**
- **YMCA Canada Pension Plan (eligible after one year of continuous service)**

Other benefits are outlined in the Y's Personnel Policies.

Responsibilities:

- Perform member orientations to the fitness facility and Personal Coaching Sessions
- Teach Group Fitness Classes
- Maintain an atmosphere of achievement that inspires self and others to succeed
- Ensure the safety of all members, participants, staff, and property by following YMCA-YWCA standards/policies/procedures and ensuring they are maintained amongst all members and staff
- Monitor commitment to service excellence by role modelling and maintaining YMCA SAM 2.1 standards
- Effectively support the operation of the facility, including opening and closing procedures
- Support the annual Strong Kids Campaign
- Adhere to YMCA Child Protection Policies and Procedures

Qualifications:

- YMCA Group Fitness Instructor, **or equivalent**, certification in minimum 1 stream required (Aquatic Fitness, Group Cardio, Group Strength, Group Cycle) (training will be provided for additional streams)

OR

- YMCA Personal Training, **or equivalent**, certification required.
- Excellent organizational, customer service and relationship building skills
- Current Standard First Aid and CPR-C required
- A clear Police/RCMP Criminal Record Check with Vulnerable Sector Screening required
- The YMCA-YWCA has implemented a mandatory COVID-19 vaccination policy requiring all staff and volunteers to be fully vaccinated.

Competencies:

- Commitment to Organization Vision and Values
- Commitment to Health and Safety
- Customer Service
- Teamwork
- Communication
- Problem Solving
- Planning and Organization

To Apply: Please send a cover letter and resume to:

Human Resources
YMCA-YWCA of Vancouver Island
Email: hr@vancouverislandy.ca

Please Note:

- 1. Application Deadline: This posting will close when suitable candidates have been found.**
- 2. Shortlisting: Applications will be short-listed for interviews as they are received.**
- 3. Please indicate in your cover letter how you heard about this position.**
- 4. We thank all applicants, but only short-listed candidates will be contacted.**

The YMCA-YWCA of Vancouver Island is an equal opportunity employer.