



PROGRAM FITNESS STAFF Westhills YMCA-YWCA (Langford, BC)

Status: 1 position - Permanent Part Time (20 – 34 hours/week)
3 positions - Casual (up to 19 hours/week)

Placement: December 2023

Hourly Wages by Role: Fitness Floor \$18.25/hour; Personal Coaching / Class Instruction \$20.33/hour

Shifts will vary but may include: Tuesday 7:00am - 2:00pm, Thursday 3:00pm - 8:00pm, Friday 7:00am - 12:00pm or 3:15pm - 8:15pm, Saturday 10:15am - 5:15pm, Sunday 12:00pm - 5:00pm

**Please note that these shifts are subject to change based on the needs of the branch.*

Nature and Scope:

The Program Fitness Staff 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.

Both Permanent Part-Time and Casual positions are entitled to a YMCA-YWCA individual membership.

Permanent part-time positions only qualify for 3 weeks paid vacation (pro-rated based on hours worked), a YMCA-YWCA individual membership, paid sick days (as per policy – pro-rated based on hours worked); as well as a cost-shared group benefits plan after the probationary period which includes:

- Healthcare, Drug Plan, Dental, Vision, EAP Plan
- Extended Health Care
- Life Insurance, AD&D and Long Term Disability
- Eligibility for the YMCA Canada Pension Plan (eligible after two years of continuous service, if required hours are met)

Responsibilities:

- Perform member orientations to the fitness facility and Personal Coaching Sessions
- 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
- Teach Group Fitness Classes
- Support the annual Strong Kids Fundraising Campaign
- Adhere to YMCA Child Protection Policies and Procedures

Qualifications:

- YMCA Personal Training, **or equivalent**, certification required.
- YMCA Group Fitness Instructor, or equivalent an asset
- 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 (2 doses).

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. *Please indicate in your cover letter if you are applying for casual or permanent part -time*
3. **Shortlisting:** *Applications will be short-listed for interviews as they are received.*
4. *Please indicate in your cover letter how you heard about this position.*
5. *We thank all applicants, but only short-listed candidates will be contacted.*

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