



Team Leader - Fitness Westhills YMCA-YWCA (Langford, BC)

Vacancies: 1

Position: Permanent Part Time

Placement: January 2026

Wage: Starting at \$25.10/hour, increasing to \$26.22/hour after the successful completion of a 6-month probationary period.

Hours: 20-34 hours/week

Schedule: Sunday to Wednesday work week.

Sunday: 7:15am – 1:45 pm, Monday 5:45 am – 1:15pm; Tuesday 8 am – 3:30pm; Wednesday 9 am – 4:30 pm.

(Please note that the above days are subject to change; a flexible schedule is required, additional hours may be available)

Nature and Scope:

The Team Leader - Fitness, is a dynamic leader who ensures that professional standards are demonstrated and applied in all related YMCA-YWCA classes, programs and services. Emphasis is placed on the ability to effectively support and deliver high quality group and individual fitness programming. The successful candidate will be highly motivated, organized, resourceful and capable of maintaining a positive, caring, service-oriented environment.

Reporting to the Program Coordinator - Fitness, this person will work as a member of the Health, Fitness and Aquatics staff team.

Permanent part-time positions 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:

- Assist to organize, schedule and supervise the operation of Fitness Orientations, Personal Coaching (Personal Training) Sessions, Small Group Training and Group Fitness classes
- Deliver Fitness Orientations, Personal Coaching Sessions, Small Group Training and teach group fitness classes
- Ensure staff and volunteers maintain required up-to-date certification, facilitate and recommend professional development workshops and facilitate in-service training programs
- Adhere to the Association program plan and the Y Way Standards in program and service delivery

- Provide on-going supervision of the program area ensuring proper behaviour, correct use of facility and that members are aware of and adhere to YMCA-YWCA policies and the Member Code of Conduct
- Participate in annual campaign events and fundraising initiatives
- Educate members and the public regarding safe exercise habits and ensure all safety and proper exercise procedures are followed
- Take an active role in the recruitment, training and development of volunteer instructors
- Serve as the Duty Manager for the branch as required

Qualifications:

- YMCA Personal Trainer certification (or equivalent)
- YMCA Group Fitness certification (or equivalent) an asset
- University Degree or College Diploma in a related field an asset
- Current Standard First Aid and CPR C required
- A clear Police/RCMP Criminal Record Check with Vulnerable Sector Screening required (prior to start date – not required at the application stage).
- Excellent customer service skills
- Strong computer skills (Word, Excel, Outlook); registration software is an asset
- Minimum 1 years of health and fitness program related experience; experience supervising staff and volunteers

Competencies:

- Commitment to Organization Vision and Values
- Leadership
- Commitment to Health and Safety
- Conflict Resolution
- Coaching and Development
- Service Attitude/Customer Focus
- Relationship Building
- Communication
- Teamwork

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

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

Please Note:

- 1. Application Deadline December 18, 2025 12 noon.**
- 2. Please indicate in your cover letter how you heard about this position.*
- 3. Internal applicants are expected to inform their supervisor prior to application.*
- 4. We thank all applicants, but only short-listed candidates will be contacted.*

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