KOSCIUSKO COMMUNITY YMCA

Job Title: **Aqua-fitness Instructor**

FLSA Status: Non-Exempt

Reports to: Director of Aquatics and Safety

**Position Summary:**

Instructs aqua-fitness group classes while providing excellent service to members in a safe, enjoyable, and positive environment that promote member wellness and engagement in accordance with YMCA policies and procedures.

**Essential Functions:**

1. Leads group aqua-fitness classes, as directed by the supervisor, to accomplish the YMCA mission and goals.
2. Conducts energizing, fun, safe, and educational aqua-fitness classes.
3. Builds effective relationships with members; helps members connect with each other and the YMCA.
4. Maintains working knowledge of wellness and trends to provide effective information and support to members.
5. Keeps accurate class attendance records.
6. Trains and supervises class aides as assigned (i.e. new hires shadowing classes before leading their own).
7. Sets up and takes down class equipment and reports any equipment problems.
8. Finds and secures own substitute when needed. Completes a Sub Form and places in appropriate folder provided.

**YMCA Competencies (Leader):**

*Mission Advancement:* Accepts and demonstrates the Y’s values. Demonstrates a desire to serve others and fulfill community needs. Recruits volunteers and builds effective, supportive working relationships with them. Supports fund-raising.

*Collaboration:* Works effectively with people of different backgrounds, abilities, opinions, and perceptions. Builds rapport and relates well to others. Seeks first to understand the other person’s point of view, and remains calm in challenging situations. Listens for understanding and meaning; speaks and writes effectively. Takes initiative to assist in developing others.

*Operational Effectiveness:* Makes sound judgments, and transfers learning from one situation to another. Embraces new approaches and discovers ideas to create a better member experience. Establishes goals, clarifies tasks, plans work and actively participates in meetings. Follows budgeting policies and procedures, and reports all financial irregularities immediately. Strives to meet or exceed goals and deliver a high-value experience for members.

*Personal Growth:* Pursues self-development that enhances job performance. Demonstrates an openness to change, and seeks opportunities in the change process. Accurately assesses personal feelings, strengths and limitations and how they impact relationships. Has the functional and technical knowledge and skills required to perform well; uses best practices and demonstrates up-to-date knowledge and skills in technology.

**Qualifications:**

1. High school graduate preferred.
2. At least one year of experience teaching group wellness classes preferred.
3. Certification: CPR.
4. Works to meet expectations of training provided by Aqua-fitness Coordinator and Aquatics Director.
5. National certification (ACE, NETA, AFAA, NASM) in group fitness instruction or YMCA Foundations of Group Exercise certification preferred.
6. Certification in areas of expertise preferred.

**Physical Demands:**

1. Ability to instruct aqua-fitness classes and other aquatics activities with proper fitness techniques.
2. Ability to perform all physical aspects of the position; including walking, standing, bending, reaching, and lifting.

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Signature, Aqua-fitness Instructor Date

Revised June 2020

Reviewed March 2022