

Health & Fitness Instructor - Position Description

POSITION TITLE	Health & Fitness Instructor
DEPARTMENT / INDUSTRY	Recreation
AWARD / AGREEMENT	Fitness Industry Award 2020
CLASSIFICATION / GRADE	Level 3A – Level 4A

About YMCA South Australia

“We work together from a base of Christian values to provide opportunities for all people to grow in body mind and spirit” (our mission).

YMCA South Australia is an accredited social enterprise, non-profit, and locally governed leader in our sector, serving the South Australian community for more than 175 years. With more than 1,200 like-minded colleagues (and growing), we deliver programs and services across the state in settings including schools and early learning centres, community recreation centres, swimming pools, gymnastics centres, allied health services, health and fitness facilities, community centres, camps and youth services.

Our aim is to develop the whole person, helping all South Australians connect with a better life. Not only their physical fitness and capabilities, but also their sense of identity, purpose, hope and dignity; psychological health; resilience; social connectedness; lifelong learning; and their own contribution back into the community. All the elements that together constitute a full, healthy, productive, and satisfying life. We bring all of this together through an integrated social impact framework, so our efforts add up to something greater than any single program.

As a preferred employer, we invest in our people as much as we invest in our community.

Our vision (FY27-30) is **“Whole people. Strong communities. South Australia flourishing.”**

The Y Factor

YMCA South Australia’s culture is characterised by what we call “the Y Factor” – **“genuine care for the whole person, for every person.”** This ethos runs deep at the Y, being evident in our rich history of positive change around the world. This kind of authentic concern for others opens the opportunity for deeper and more profound impact – both on the community’s wellbeing and our own as staff and volunteers. The YMCA is an environment in which everyone is to be recognised and appreciated as the unique and inherently valuable person they are. A place in which every person can “grow in body, mind and spirit”.

For further information regarding YMCA South Australia, please visit www.sa.ymca.org.au.

Position Summary and Requirements

“As a member of staff at YMCA South Australia, this position requires you to work as part of a team committed to goals and mission that actively fosters community participation and involvement.”

The Health & Fitness Instructor must possess a genuine desire to encourage and support members to achieve their health and fitness goals. The instructor is relied upon to motivate, educate and enhance each member's experience. Through developing a rapport with members, the Health & Fitness Instructor fosters a commitment to their improved health and wellbeing.

Areas of accountability	Key duties	Measures
Aquatic Operations	• Work as a team member to provide the very best health and fitness advice through consultation in a friendly atmosphere. • Conduct safe, appropriate and effective programs that are within your scope of practice. • Adhere stringently to all work instructions involving procedures for conducting programs. • Supervision of all Health Club users, providing technical advice, support and encouragement. • Ensure all Health Club users are conforming to Health Club etiquette guidelines. • General cleaning and tidying of Health Club and areas associated with your work area. • Cleaning and Maintenance of Health Club equipment. • Perform tasks set by the Health & Fitness Coordinator complete the applicable checklists accordingly • Assist with member retention and marketing strategies. • Maintain open and effective communication with team leaders, other instructors and management • Participate in special events, e.g. master classes, inhouse workshops,	• Complete daily checklists. • Attend all evacuation training. • Attend monthly training sessions and meetings. • Read and acknowledge internal communications and procedures. • Incident reports completed as per the YMCA incident management policy. • Compliance to all internal systems, process and procedures. • Punctual to commencement of shifts

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	Open Days, as part of the centre's promotions. • Respond to all in-house communication, as quickly and efficiently as possible. • If unable to conduct a shift, comply with shift replacement procedures. • Foster a sense of belonging and support to the Health Club team and centre by your own involvement Provide support to the Health & Fitness Coordinator and other centre staff. • Possess sufficient knowledge and experience to perform the additional duties at this classification Attend Health Club Fitness meetings, Staff meetings and Staff training as required. • Flexible to work early mornings, evenings and weekends. • Perform other duties as required and comply with reasonable directions. • Undertake other duties commensurate with salary.	
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Key Relationships

Reporting to:	Health & Fitness Coordinator
Direct Reports:	N/A
Key Internal Relationships:	YMCA South Australia staff and volunteers YMCA staff nationally
Key External Relationships:	Patrons and key stakeholders of YMCA South Australia
Safeguarding Category	Non-Child-Facing Role

Selection Criteria

Qualifications and Licences – Essential

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- National Police Check (NPC) (must be within 6 months of issue date).
- International police check (for applicants who have worked overseas in the last 5 years).
- DHS South Australian Employment Working with Children Check (WWCC).
- HLTAID009 Provide CPR.
- HLTAID011 Provide First Aid.
- Certificate III or IV in Fitness.

Qualifications and Licenses – Desirable

- Strength for Life qualification.
- Group Exercise Leader or GEL certification.

Knowledge and Experience – Essential

- Excellent interpersonal skills.
- Basic computer skills.
- Experience in a customer focused role.
- Experience in Gym instruction and Group Fitness instruction.

Personal Attributes

- Demonstrates a commitment to the YMCA's mission and can role-model the "Y Factor" to others.
- Creates a fun and exciting work atmosphere that is hardworking, and goal orientated.
- Demonstrated ability to work effectively both independently and as part of a team.
- Creates a welcoming atmosphere by engaging all people in a friendly and approachable manner.
- Works as part of a team and shows professionalism.
- Punctual in both attendance on shift and attendance at staff meetings.
- Promptly responds to customers' needs or concerns.
- Recognises and acts on the need for support and will accept and delegate responsibility when required.
- Models, demonstrates, and teaches positive values like caring, honesty, respect, and responsibility.
- Maintains high standards of presentation and personal grooming.

Safeguarding Children and Young People

For young people to be inspired, they must Feel Safe and Be Safe. As part of our Safeguarding Strategy at the Y, we have developed our Safeguarding Framework which aspires to ensure that all Children and Young People are safe and feel safe at the Y, in their families and in their communities.

Our Safeguarding Framework aims to develop:

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- A safe culture nationally which empowers Children and Young People by promoting Children and Young Person focused leadership and governance.
- Safe operations to ensure Y People have the right policies, processes and practices to keep Children and Young People safe; and
- Safe environments at the Y and in communities which empower Children and Young People to thrive.

All Y People are integral to ensuring the implementation of our Safeguarding Framework across the Y. Y People in Direct Contact Roles will do this by:

- Upholding the rights of and always acting in the best interest of Children and Young People.
- Fulfilling your responsibilities under safeguarding legislation within your State, including declaring anything you become aware of through the course of your engagement with the Y which a reasonable person would consider could impede your suitability to have contact with Children and Young People.
- Supporting your colleagues, supervisors and/or direct reports to understand their responsibilities under safeguarding legislation.
- Participate in all required Safeguarding Children and Young People training for your role.
- Report any suspicions, concerns, allegations or disclosures of alleged child abuse or neglect in line with policies and procedures.
- Actively participate and contribute to continuous improvement of Safeguarding policies, procedures and practices.
- Maintaining appropriate vetting checks including, but not limited to, Working with Children Checks (or equivalent), National Police Check and International Police Check (as required).
- Support the facilitation of safe operations to ensure Y people have the right policies, processes, and practices to keep children and young people safe.
- Speaking up about any safeguarding risks and/or concerns to ensure that you are supporting the continuous improvement of our spaces and safeguarding practice.
- Complete appropriately detailed risk assessments to address any vulnerabilities to children and young people as required.
- Empower all children and Young People to have a voice particularly in matters that affect them.
- Actively educate, promote and advocate the protection and safety to all children and young people, families and their communities.

Work Health and Safety

You will be required to:

- Familiarise yourself with all policies, procedures, and work practices of YMCA South Australia.
- Maintain currency of knowledge in relation to work health and safety.
- Maintain a working knowledge and understanding of your centre's Emergency Action Plan.
- Take responsibility for your own health and safety and the safety of the work environment.

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- Ensure that your actions and omissions do not adversely affect the health and safety of other persons.
- Comply with all reasonable instructions in relation to work health and safety, including YMCA South Australia's policies and procedures as amended from time to time.
- Assist YMCA South Australia to provide an inclusive workplace by adhering to YMCA South Australia's Access and Inclusion Policy and applicable equal opportunity laws as amended from time to time.
- Inform your manager of any issues or concerns that may affect your ability to perform your role safely.
- Promote a positive safety culture by contributing to the health and safety consultation, communication, and action.
- Respond to plant and building emergencies and act as chief warden in an emergency evacuating the Centre if required.

Approval of Position Description

Date created or revised:	25/08/2026
Approved by:	Bijanka Rajic – Head of People and Safety

Acknowledgement of Incumbent

I acknowledge that I have read and understood the requirements of this position.

Name:	
Signature:	
Date:	