

GROUP FITNESS INSTRUCTOR

Position Number: Internal
Division/Branch: Community Services / Active Monash
Reports To: Group Programs Coordinator
Date Approved: November 2020

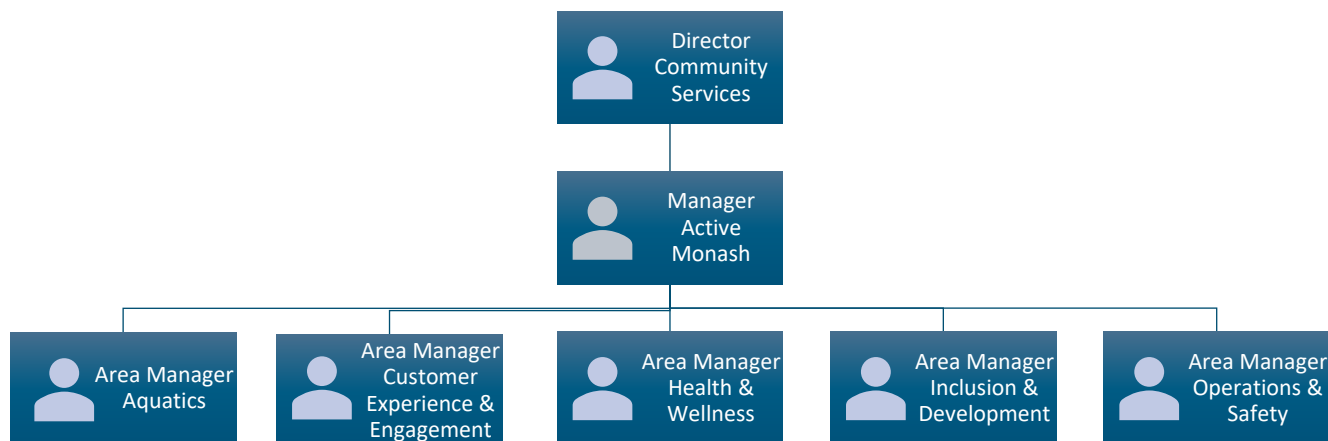
Position Objectives:

The Group Fitness Instructor plays a key role in engaging and delivering quality group fitness programs for Active Monash patrons (MARC/ ORC/ CAHC)

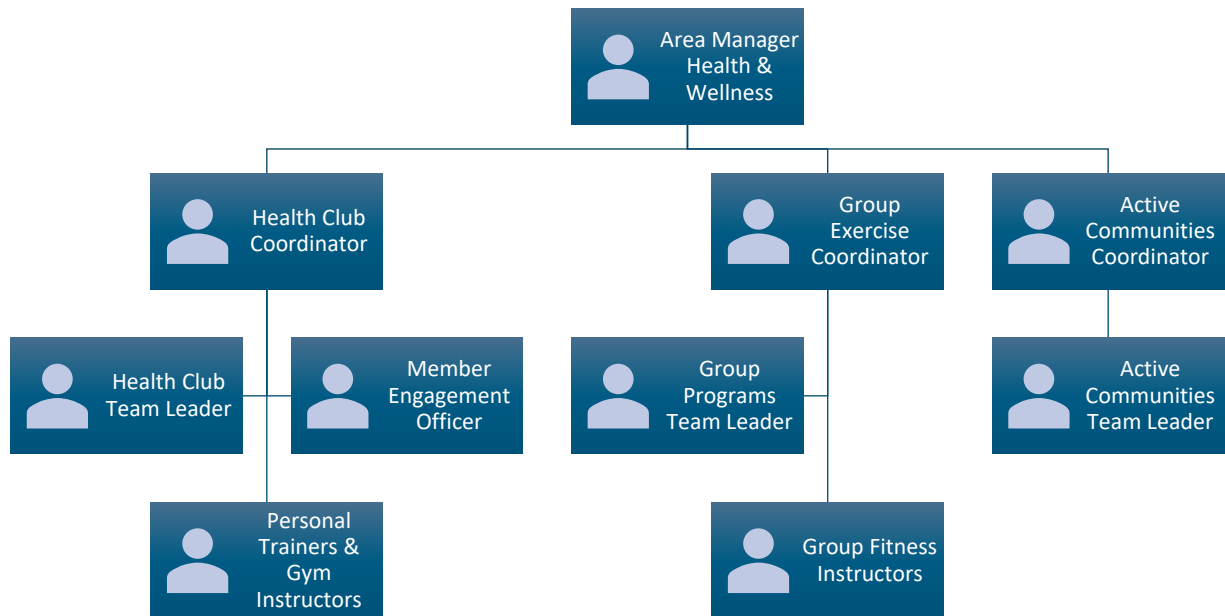
This position exists for dynamic, passionate and experienced individuals to work across our Active Monash sites.

As a successful instructor, your duties will include ensuring that the programs are safe for patrons and that they are professionally delivered in accordance with Active Monash program requirements MARC / ORC/ CAHC.

Leadership Structure:



Team Structure:



Key Responsibility Areas:

- Proactive and diligent supervision of patrons in group fitness programs and assist with operational needs such as welcoming new members, providing motivation, feedback and maintaining a happy and encouraging environment.
- Provide high quality customer service and positively promote the benefits of fitness programs and initiatives within Active Monash.
- Provide a professional public image and maintain a safe, informative and friendly environment.
- Provide advice to members of the public and refer specific enquiries to the appropriate Team Leader, Coordinator or Duty Manager.
- Help provide and maintain a safe and clean environment for both staff and members.
- Collect statistical information regarding patronage.

Accountability and Extent of Authority:

- Report directly to Group Program Team Leader & Group Programs Coordinator.
- Supervise and deliver quality group fitness programs.
- Determine appropriate use of group fitness equipment.
- Provides direction to members and guests.

Judgement and Decision Making:

- Exercise judgement over the behaviour of members and ensure they do not place themselves or others at risk.
- Ensure safety of members and guests, particularly in their use of group fitness equipment.

- Be aware of, and responsible, with regards to safety and security and the guidance of employees in OH&S standards and managing risk.

Specialist Knowledge and Skills:

- Knowledge and experience in the delivery of group fitness.
- Knowledge and understanding of general health and fitness methodologies.
- Ability to apply standards, regulations and practice to work tasks.
- Knowledge and experience in promoting fitness programs.
- Commitment to professional development through relevant professional peak bodies.

Management Skills:

- Effective listening and communication skills to enhance team culture.
- Experience in educating members on topics around health and wellbeing.
- Experience in supervising small and large groups in a group fitness setting.
- Organisational and time management skills.

Interpersonal Skills:

- Well developed interpersonal and communication skills, with particular abilities in delivering group training programs.
- Strong customer service orientation.
- Ability to convey instructions and information to members.
- Ability to work in a team and help foster team goals.

Qualifications and Experience:

- Completion of Certificate III in Fitness or GEL equivalent and relevant certificates in desired teaching stream.
- Relevant teaching experience in the fitness industry.
- Sound knowledge and strong level of technical understanding in conducting high quality group fitness programs.
- A demonstrated commitment to providing high levels of customer service.
- Current Working with Children's Check.
- Current Level 2 First Aid with CPR.
- Registration with AUSactive or working towards registration.
- Les Mills, Aqua, Zumba, Freestyle, Yoga, Pilates, Boxing, Older Adults qualifications highly desirable.

Key Selection Criteria:

Essential

- Must hold Certificate III in fitness and relevant industry qualifications associated with desired teaching stream.
- Strong demonstrated ability in the delivery of high quality group fitness services.
- Sound communication, customer services and interpersonal skills.

- Ability to achieve program targets as assigned by leadership team.
- Experience in managing members and guests in a dynamic health & fitness environment.
- Live City of Monash Mission, Vision and Values.
- Demonstrated commitment to diversity and inclusion.

Organisational Context:

The City of Monash has a growing, passionate and cosmopolitan population estimated around 193,000 residents (2021). We are one of Victoria's leading Councils, serving a large well established community with very highly skilled and well-educated population. Monash is a proud multicultural community with almost half of our community born overseas and coming from more than 106 countries.

These key directions are driven by a commitment to a sustainable city, inclusive services, enhanced places and good governance, across five (5) Divisions:

- Executive
- City Development
- City Services
- Corporate Services
- Community Services

Our Vision: "To be the most liveable city in Victoria"

Our Mission: "Make a difference through commitment, leadership and expertise."

Our Values:

- **Accountability**
We are responsible for our actions and behaviours every day.
- **Respect**
We value diversity and appreciate others.
- **Teamwork**
We work collaboratively to achieve shared goals.

Monash Council is committed to be a **flexible, safe, equal, and inclusive workplace** where we embrace and support diversity.

We are committed to being a child safe organisation and have zero tolerance to child abuse.