FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

GROUP EXERCISE INSTRUCTOR

Job Title: **Group Exercise Instructor**

Status: **Part time, Non-Exempt**

Reports to: **Andrea Arts, YMCA of Alaska Fitness Director**

Last Revised: October 2026

POSITION SUMMARY:

The Group Exercise Instructor leads engaging, safe, and effective fitness classes that support the health and wellness goals of YMCA of Alaska members. The instructor provides clear guidance, demonstrates proper exercise techniques, offers modifications for varying fitness levels, and creates an inclusive, motivating environment. This role promotes physical activity, community connection, and a positive group fitness experience.

This position supports the work of the Y, a leading nonprofit, charitable organization committed to strengthening our community through youth development, healthy living, and social responsibility. The Group Exercise Instructor at The YMCA of Alaska serves others by intentionally welcoming, connecting, and supporting them and inviting them to get involved and give back to the community.

OUR CULTURE:

Our mission and core values are brought to life by our culture. In the Y, we strive to live our cause of strengthening communities with purpose and intentionality every day. **We are welcoming:** we are open to all. We are a place where you can belong and become. **We are genuine:** we value you and embrace your individuality. **We are hopeful:** we believe in you and your potential to become a catalyst in the world. **We are nurturing:** we support you in your journey to develop your full potential. **We are determined:** above all else, we are on a relentless quest to make our community stronger, beginning with you.

ESSENTIAL FUNCTIONS:

- Creates a safe environment in which all individuals feel welcomed and respected; builds relationships with and among members and program participants.
- Leads energizing, fun, safe, and educational group classes, as directed by the supervisor, to accomplish the YMCA mission and goals.
- Understands different health needs; observes and adjusts approach to support all participants' capabilities, physical conditions, health, and culture.
- Asks and answers questions and displays empathy in support of helping members and program participants build confidence to achieve their health and wellness goals.
- Identifies and celebrates the successes of members and program participants.
- Maintains working knowledge of wellness and fitness trends to provide effective information and support to members.
- Builds effective, authentic relationships with members; helps members and program participants connect with each other and the YMCA.
- Observes and adjusts approach to support all participants' capabilities, physical conditions, health, and culture.
- Keeps accurate class attendance records.
- Follows YMCA policies and procedures; responds to emergency situations.
- Keeps all equipment and areas used for class clean and safe for participants.
- Performs all other duties as assigned.

LEADERSHIP COMPETENCIES:

- Developing Self & Others
- Inclusion
- Program/Project Management

TRAINING AND CERTIFICATIONS: (Learning Hub training within 90 days of employment)

All Fitness Staff Required Training:

- CPR, First Aid, and AED certifications
- The Y and You: New Employee Orientation
- I Hear You: Service with CARE
- Introduction to Y's cause and culture
- Living Our Cause
- The Y's Way to Service & Engagement
- 3 Keys to Successful Family Engagement
- Developing empathy for those with excess weight
- Understanding Diabetes
- HIPAA
- Additional training as assigned

Fitness Instructor Required Training:

- Group Fitness Instructor Certification Learning Plan
- Certification in areas of expertise required

QUALIFICATIONS:

- At least one year of experience teaching is preferred.
- Ability to develop positive, authentic relationships with people from different backgrounds.
- Commitment to inclusion and compliance with the Americans with Disabilities Act (ADA).
- All other trainings as assigned.

WORKING ENVIRONMENT & PHYSICAL DEMANDS:

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.
- Ability to plan, lead, and participate in classes and activities.
- Ability to perform all physical aspects of the position, including leading class, walking, standing, bending, reaching, and lifting.

SHIFT EXPECTATIONS:

Your shift is your responsibility. If you are unable to work, you must contact other staff to arrange coverage and notify the Fitness Director as early as possible. If you are unable to secure coverage, you must inform the Fitness Director directly. If you are running late, call the front desk so they can notify any class participants, and notify the Fitness Director.

SIGNATURE:

I have reviewed and I understand this job description.

_____ _____

Employee's name Employee's signature

Today's date: _____