



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## SUPERIOR DOUGLAS COUNTY FAMILY YMCA - JOB DESCRIPTION

Job Title: Personal Trainer  
FLSA Status: Non-Exempt  
Position Type: Part-time  
Reports to: Health & Wellness Director  
Revision Date: 07/31/2024

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### Position Summary

Delivers excellent strength and cardiovascular training services to members in a safe, enjoyable, and positive environment in accordance with YMCA policies and procedures. Responds to member and guest needs, promotes member wellness and engagement, and maintains cleanliness of the health and wellness facilities.

### 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

- Builds effective, authentic relationships with members; helps members connect with other members and the YMCA.
- Supports members to help them achieve their healthy living goals.
- Communicates and enforces policies and guidelines for the equipment area along with keeping this area safe, clean, and functional.
- Maintains working knowledge of wellness practices and trends to provide effective information and support to members.
- Provides customer service to members to retain members as clients to the Y.
- Applies YMCA policies and procedures; ensures high level of safety and responds to emergency situations.
- Develops, implements, and instructs a variety of personal training and group training sessions for clients that may include areas of kettlebells, general fitness area, yoga, and TRX.
- Provides encouragement and expertise for the client in support of their health and well-being goals.
- Promotes and sells personal training programs and services while achieving monthly goals.
- Maintains required CEC's and national certifications.

- Conducts consultations, fitness evaluations, basic orientations, and teen orientations.
- Fosters an inclusive environment appreciative of differences in the workplace. Meaningfully participate in and lead efforts to support the Y's commitment to equity and diversity.

### **YMCA Competencies**

- 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.

### **Required Education and Experience**

- Required certifications: CPR, AED, First Aid, training can be provided and must be obtained within 60 days of hire.
- National certification (ACE, NETA, AFAA, NASM)
- Excellent interpersonal and problem-solving skills; detail oriented.
- Ability to connect with people of diverse backgrounds.
- Previous customer service; ability to multi-task.
- Basic knowledge of computers.
- Commitment to supporting principles of equal opportunity and affirmative action to achieve a diverse work environment.

### **Preferred Education and Experience**

Acquired or currently acquiring BAS or higher in Exercise Science, Athletic/Sports Training, Physical Education, Health Education, and other related fields.

### **Physical Demands**

The employee is occasionally required to sit; climb or balance; and stoop, kneel, crouch or crawl. The employee must frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 50 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception and ability to adjust focus.

### **Position Type/Expected Hours of Work**

The Personal Trainer position is a part-time position. Expected hours vary based on the needs of the members being provided services. The Personal Trainer may work hours as a Wellness Center Coach during non-personal training shifts to ensure that the Health and Wellness Center is open and staffed appropriately.

Personal Trainers may not advertise or sell their own personal business ventures to existing Y members.

### **Travel**

No travel is expected for this position.

### **Other Duties**

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

### **Additional Eligibility Qualifications**

- Must be able to successfully pass a background check.

### **EEO Statement**

The Superior Douglas County Family YMCA (the Y) provides equal employment opportunities (EEO) to all employees and applicants for employment without regards to race, color, religion, sex, national origin, age, disability, or genetics. In addition to federal law requirements, the Y complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absences, compensation, and training.

### **Signatures**

Employee signature below constitutes employee's understanding of the requirements, essential functions, and duties of the position.

Employee \_\_\_\_\_ Date \_\_\_\_\_